

China to open its doors to technology from West

In an important statement on economic policy, the Chinese leadership has promised to open the country's doors to the rest of the world, expanding trade and making use of the advanced technology of other nations. The statement emphasizes the role of scientific research and confirms the impression that the new Politburo under Chairman Hua is more interested in results than ideology.

New Politburo puts emphasis on results

Hongkong, Sept. 12.—China promised today to open its doors to the rest of the world. An economic policy statement issued by the State Planning Commission declared: "We must expand our economic, technical and cultural exchange with other countries on the principle of equality, mutual benefit and one supplying what the other needs. We must learn from the good experience of other countries and combine this with our own originality."

The advanced technology of other countries was required to meet China's needs, "not to hinder but to promote our own development, not to weaken but to increase our ability to develop our national economy and achieve modernization independently."

Only those most decadent and reactionary ruling classes close their doors and reject any good things from other lands."

David Bonavia writes from Hongkong: The State Planning Commission is directed by Mr. Xu Chao, who was recently appointed to the Politburo.

Its long statement published today contains extensive guidelines for the nation's economic administrators, with the emphasis on production rather than ideology.

It recalls that in his lifetime Mao Zedong and participants in the Great Leap Forward of 1958 produced the "Three Principles of Production": that China will in the future pursue an aggressive economic policy.

The commission's statement also speaks of the importance of scientific research in the development of the economy, and blamed the so-called "Gang of Four" for their "mistaken line" in the past.

It expressed the impression that the new Politburo under Chairman Hua Kuo-feng is interested in results more than ideology. The key figures

behind this policy is believed to be Mr. Teng Hsiao-ping, the twice disgraced and two re-habilitated Deputy Prime Minister.

Four long tributes to some of Mao's ideas about socialism, revolution, the State Commission asks rhetorically: "Will it do to engage only in the struggle for production without scientific experiment?" This is seen as a vindication of the scientific and intellectual who have been attacked with varying degrees of intensity since 1966 and who are now seen as the essential figures in the development of a more advanced economy.

"Increasing or decreasing production is an important criterion to decide whether a revolution is successful or not," it goes on. "This contradicts the idea of Mao's former entourage, that a 'revolutionary spirit' was more important than actual production."

The statement advocates centralised economic planning and talks of the importance of raising standards of living which have been stagnant for the past decade.

A most telling point made in the statement is that we must correctly combine the people's present interests with their interests in the long run.

This is seen as an admission that the standard of living in China has been too much subordinated to ideological capital investment and to Maoist theory.

Feking: The most important Chinese communist military delegation yet to visit a Western country left for France today.

"During the 10-day visit the Chinese will meet Mr. Barre, the French Prime Minister, Mr. Boudier, the Defence Minister. They will also hold talks with the French armed forces general staff," Agency France-Press.

Chinese missiles, page 6

Leading article, page 15

Overdrafts cheaper as banks cut base rate

By Ronald Pullen

Pressure on the building societies for an early reduction in the mortgage interest rate mounted yesterday as a result of the banks' decision to cut a full point off their base rates to 7 per cent.

It was the ninth cut in base rates this year and was set in motion by last Friday's bigger-than-expected drop in the Bank of England's minimum lending rate (MLR) by half a point to 6½ per cent.

The overdraft rate is now exactly half the level in force at the turn of the year. Prime industrial borrowers will be charged 8 per cent and personal rates will vary between 10 and 12 per cent.

To protect the clearing banks' level of profitability, as well as to expose how out of line building society deposit rates have become, the banks are also to trim their deposit rates by a full one point.

The banks have seen a steady outflow of deposit account money, with building societies offering investors a grossed-up rate of just over 10 per cent and despite a recent one-point cut to 9 per cent in the National Savings rate. But the banks are confident that most of the deposit account funds likely to move have now gone.

Building societies responded yesterday with characteristic caution. A spokesman for the Building Societies Association said the cut "helps the prospects of a reduction in the rates charged to home buyers."

Privately, however, many building society chiefs regard a cut in the mortgage rate as inevitable and the only question is whether they have the headroom to trim more than half a point from the present 10½ per cent level.

The association emphasized that the level of receipts was the main factor in determining interest rates. In August receipts were about £50m below the target of £550m.

The association's target of £550m a month to maintain new advances of around £600m a month, although early returns for September suggest some improvement.

The next meeting of the association to discuss rates is not due to be until September 23, which means the earliest time a new rate structure could be implemented would be the beginning of October.

Yesterday's fall in bank base rates, led by Barclays, raises the possibility of a further cut in the overdraft rate. Lloyd's said: "It was reviewing the level of personal loans and there is also likely to be increased criticism of the rates charged on Access and Barclaycard."

Rates of interest on personal loans were down 1½ per cent, the clearing banks during March and April when bank base rates stood at 9 per cent. At the time the true rate of interest on a two-year loan dropped from 15.5 to 16.7 per cent where it has stood ever since.

Financial Editor: Cheaper money problems, page 19

Cargo ships accused of leaving Vietnam refugees to drown

From Peter Hazeburgh

Tokyo, Sept. 12

An estimated 110,000 refugees who have left Vietnam in frail boats during the past two years have perished because merchant ships, mindful of the complications at their next port of call, have refused to rescue them. Mr. Tran Van Son, former deputy-leader of the Opposition in South Vietnam, alleged in Tokyo today.

Mr. Son escaped from Na Trang by boat in April this year. After arriving in Japan

a Japanese cargo boat, he and other prominent Vietnamese politicians have investigated the plight of fellow refugees who tried to escape to Japan and other parts of South-East Asia in recent months.

His allegation is based on widespread evidence which, he says, suggests that merchant ships are now reluctant to pick up refugees at sea because most countries in Asia refuse to accept displaced persons from Indo-China.

In many cases ships have been delayed for a long time in Japanese and other ports of

Asia after berthing with refugees from Indo-China.

Mr. Son, a bitter opponent of former President Nguyen Van Thieu of what was South Vietnam, said: "We believe that only 8,000 of our people who have escaped by boat are still alive. This is strange behaviour on the high seas, a situation not seen since the memory of naval warfare in World War One."

This is a conspiracy of silence, Japan and the other countries of south-east Asia prospered during the Vietnam war. Some of them sent troops

to fight the communists and now they are turning their backs on people who are attempting to escape from tyranny."

"After the communists took over, they looked at their own self-interest and ignored the human plight of refugees."

Mr. Son's assertions are based on reports from many refugees in Japan, Thailand and Malaysia who claim that their distress signals were ignored by merchant ships. Singapore, for instance, refused to allow ships with refugees on board to enter port, he said.

"The problem of Vietnamese refugees is not the exclusive problem of the United States. It added. It is of concern to every nation in the world. It is a human problem, people are dying at sea."

"During the long history of Vietnam there has been no mass exodus from the country. Now thousands are attempting to leave their home land, with a small chance of survival."

"This should provide the world with an insight into what is happening under communism in Vietnam today."



Vorster-Smith talks: The Prime Ministers of South Africa and Rhodesia spent three hours in "serious and delicate" talks in Pretoria yesterday morning.

(Eric Marsden writes from Johannesburg). Both sides were made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

ing that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

cal and perhaps even decisive", was believed to have concentrated on the two points in the proposals which both Rhodesia and South Africa consider unacceptable. These are the demand that Mr. Smith should resign to allow Lord Carver to take over as British Commissioner-General and the provision that the future Army of Zimbabwe should be based largely on the Patriotic Front guerrillas, with the present security forces being disbanded. Mr. Smith has described this suggestion as "totally insane".

Mr. Heunis's presence was an indication of the implications of the meeting, described semi-officially in advance as "critical and perhaps even decisive".

Continued on page 5, col 8

ing that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond saying that had been of a "serious and delicate nature".

Mr. Vorster told the Rhodesian leader may not be made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own

HOME NEWS

Minister promises talks on warning cards for medicine

From John Roper, Health Services Correspondent, Sheffield

A system of warning cards or leaflets giving patients clear instructions on how to take prescribed medicines is to be discussed with doctors and chemists and the Health Education Council, Mr. Moyle, Minister of State for Health, said yesterday.

He was speaking at the opening session of the British Pharmaceutical Conference at Sheffield. He said it was important that patients should take the recommended doses at the correct times and should complete the courses of treatment. But that was not as simple as might be thought.

There was evidence that many patients did not follow their doctors' instructions because they forgot them, or did not understand them in the first place. Confusion was more likely when the patient had more than one prescription, was elderly, or hard of hearing.

Patients should be warned about predictable and avoidable side-effects. Interaction between drugs or between some medicines and foods or alcohol, and the safety of drugs in pregnancy, were also matters for concern.

Any scheme would have to ensure that doctors were familiar with the contents of the leaflet and could show on the prescription whether the patient should receive written information.

At present, medicines are given to patients usually with full information other than the name of the drug, and brief instructions about the dosage to be taken.

Referring to growing concern about the number of pharmacies that are closing, Mr. Moyle said it was clear that the decline could not be allowed to continue at the present rate. Some means of planned distribution might help but it seemed clear that more must be done to meet the financial difficulties of the smaller, more vulnerable pharmacies.

In her presidential address, Mrs. Estelle Leigh said that medical services might cease unless the Government took

action to stop the closure of pharmacies. About seven million visits were made to chemists in Britain every day. If only a small proportion of these people were forced to go to the GPs for advice on minor health matters the doctors would not be able to cope.

Dr. P. Noyce, the North West Thames Regional Health Authority's principal pharmacist concerned with drug information, education and training, said that many people forgot or deliberately omitted to take prescribed medicines. A survey showed that nearly half the patients used suppositories without removing the wrappers. Many people breathed out instead of in when using inhalers.

People had the right to decide which medicine to take, but too often they had not the necessary information on which to make a judgment.

Many depressed people gave up taking drugs because they thought they were doing them no good. They had not realized, he said, that some anti-depressants could take two weeks to take effect.

Doctors must do much more to explain to patients why certain medicine was being prescribed and why they should take it. Too often doctors appeared to be aloof, partly because they used medical jargon and failed to communicate in simple, easily understood English. The patient might be so anxious or so afraid to show ignorance that he did not ask for an explanation.

Professor Frank Fish, head of the forensic science unit at Strathclyde University, said there was a danger that there would soon be too few forensic scientists to help the police in combating rising crime. He called for greater government aid.

Professor Fish said the recent insistence on improvement in the identification of suspects meant that even greater reliance would have to be placed on the corroborative evidence of contact which could be established through the study of various materials connecting criminals with their crimes. That would impose a greater burden on an already over-stretched forensic science service.

Forces in Germany may get allowances cut

By Our Political Correspondent

Conservative backbenchers are being alerted to take vigorous action in Parliament in protest against a government proposal to cut allowances to Army and RAF units in Germany.

Mr. Philip Goodhart, MP for Bromley, Beckenham, vice-chairman of the party's defence committee, said yesterday that 55,000 British soldiers and air-

men in Germany faced the probability of a big pay cut in the next few months.

"If any of anything like 40 per cent in the local overseas allowance is implemented the effect on morale will be disastrous," he said. "If there is any cut in take-home pay, many senior NCOs can be expected to leave the Forces, particularly in the RAF."

The local allowance is to meet extra expenditure incurred overseas in maintaining



A photograph of Mary Bell, who absconded on Sunday from Moor Court open prison, Stoke-on-Trent, taken by her mother when she was 16.

Councils to run new towns' homes

By Our Planning Reporter

Nearly 30,000 rented houses in the new towns of Crawley, Hemel Hempstead, Welwyn Garden City and Hatfield will be transferred to local authorities on April 1 next. The councils concerned will also take over more than 30 local shopping centres, 21 public houses and 65 community buildings.

The properties belong to the Commission for the New Towns, which, as Mr. Shore, Secretary of State for the Environment, told the Commons last April, is to end its housing role. Some of the staff will move to posts with local authorities, and the commission will in future be primarily responsible for managing publicly funded commercial and industrial estates.

While the party accepts the continuing state ownership of some basic infrastructure services, such as telecommunications, airports and docks, the document recommends that in some industries sections should be hived off to private ownership or worker-cooperatives.

That is in direct conflict with the Labour Party's official policy which is to support an extension of public ownership, which are coming before the Labour Party conference this year.

The Liberals, through their

Mr Mason has won respect but devolved government is no nearer

From Christopher Walker, Belfast

A year after his arrival at the Northern Ireland Office, Mr. Mason, the Secretary of State, has lost none of his indefatigable self-confidence or flair for publicity. That explains why the normally gloomy corridors of the Parliament buildings at Stormont will echo today with the unfamiliar sounds of celebration.

While his three predecessors may have lost much more than a casual aside, Mr. Mason intends to mark the occasion with a "birthday lunch" for the press and a speech reviewing events of the past 12 months.

The gesture is typical of the style of a man whose energy and non-nonsense approach have won grudging respect from most sections of the divided community, although they have not succeeded in bringing the return of a devolved government any nearer. The festivities will be held in the building that was the base of

previous local administrations. In sharp contrast to Mr. Rees, his immediate predecessor, Mr. Mason concentrated his efforts on making the unwieldy system of direct rule from Westminster work as efficiently as possible. In the words of one local politician he has been "decisive rather than discursive".

Although civil servants were initially sceptical of Mr. Mason's methods, his senior advisers have also come round to expressing admiration for the task being performed by the former Borneo miner. His ability to master complex briefs and to move without serious mishap through the minefield of local prejudices has been particularly singled out for praise.

In reviewing his term of office, it will be surprising if Mr. Mason does not concentrate on the Government's successes with the economy and security. Highlights likely to be picked out are the defeat of the "loyalist" strike, the recent royal visit and the £1,000m eco-

nomie measures for boosting industry.

When he arrived in Ulster Mr. Mason expressed a reluctance to plunge quickly into what he described as Northern Ireland's political whirlpool. To press the point home, he insisted on meeting local trade unionists and employers before holding talks with any of the province's seven political parties.

However, his later success in establishing a rapport with political leaders was demonstrated in a anniversary tribute paid by Mr. John Cushman, secretary of the moderate Alliance Party, who said: "Mr. Mason obviously has a genuine concern for Northern Ireland and its people. He has the trust and support of both sections of the community, which surely must be a novel position when compared with the performance of his predecessors."

Inevitably, there have been exceptions to the general feeling of good will, notably the

Rev. Ian Paisley, who led the abortive loyalist strike, and Provisional Sinn Féin, which has dubbed the Secretary of State as "stonemason" because of its uncompromising security policies.

In recent weeks Mr. Mason has also come under increasingly hostile criticism from the Social Democratic and Labour Party, whose leader accused him of refusing to launch any political initiative aimed at bringing a return of power-sharing. But against the continuing difficulties of arriving at any workable solution, the growing acceptability of direct rule to the mass of ordinary citizens is regarded locally as sufficient to ensure Mr. Mason much enhanced political reputation as a result of his first year in office.

One clue as to whether he will succeed in maintaining the pace is contained in Who's Who, in which Mr. Mason, now aged 53, lists his only recreation with typical Yorkshire bluntness as "work". Provided one stays on top of it.

Liberal industry view may threaten pact

By George Clark, Political Correspondent

Disagreements between the Liberals and the Government over state intervention in industry, which might lead to an abandonment of the pact with Labour, were made clear yesterday in the latest Liberal policy statement on trade and industry.

It was produced for discussion at the Liberal Party assembly later this month when rank and file will give their verdict on the working of the pact. It has a direct bearing on the future of Liberal collaboration with Labour and was described as "containing the guidelines used by Liberal MPs in their negotiations with the Government."

If the Government accepts the Liberal demands, a series of denationalization measures must be in the tentative programme for future legislation. The National Enterprise Board will have its activities curtailed.

While the party accepts the continuing state ownership of some basic infrastructure services, such as telecommunications, airports and docks, the document recommends that in some industries sections should be hived off to private ownership or worker-cooperatives.

That is in direct conflict with the Labour Party's official policy which is to support an extension of public ownership, which are coming before the Labour Party conference this year.

The Liberals, through their

Industrial development panel, propose the hiving off of ancillary activities from the nationalized industries such as retailing by gas and electricity boards, hotels from British Rail, and similar types of activity of the National Coal Board, the Post Office, and other nationalized enterprises.

They reject, too, "imposed pricing structures, whether high or low, for political purposes". They want the public sector industries to be "exposed wherever possible to market competition and the elimination of monopolistic and restrictive practices."

They object to the National Enterprise Board and its present role of interference, particularly to its political objectives. They are opposed to extending permanent public investment into profitable private manufacturing companies; the long-term nature of the proposed holdings, the obscurity of the guidelines for investment, ambivalence over the total investment limit, and the unsatisfactory arrangements for parliamentary and public accountability.

The first policy aim of the Liberals is to fix the maximum of funds that can be voted to the NEB and to insist on rigorous guidelines for investment, which will be strictly enforced. They do not regard it as an instrument to be used at the discretion of public ownership of profitable industry.

Liberal Enterprise (Liberal Party) 1 Whitehall Place, London, SW1, 5DP.

'Express' transfer to North 'an option'

By Christopher Thomas, Labour Reporter

Closure of the Fleet Street printing operation of the Daily Express and Sunday Express has failed to completely go into effect. I think that Daily Express can tip the scales very soon.

The peace formula reached on Saturday night, was "a victory for common sense," he said. The important thing was for it to be implemented. "It will make for a much happier relationship in Fleet Street, particularly in the Express. I cannot talk for other newspapers."

The document would encourage the managers, eventually the workers. "They have been in a situation in the past in which they have not felt clear about their own position. Now we can work together for the success of Beaverbrook press."

Asked why the settlement had been declared an historic turning point for Fleet Street, he said that the dismissal of engineering workers had been reemployed on conditions that took into account the necessity of a reduction in staff.

The basic principle was established that management should be allowed to manage. "It is no something we have just thought of. It is just that it has not existed in quite the form that we expected it to be, and which it has to be, for any commercial organization to prosper."

He made clear that future talks on pay would be held together with discussions on manning levels. The management was not certain about the number of staff reductions desired.

"This is a democratic country, and the right to withdraw from labour and to refuse to accept conditions they find unacceptable, must apply," Mr. Matthews said. "That is the great beauty of this country, for management and workers."

He had learnt a lesson in connexion with dismissed union leaders, and said that it would not be reinstated. Fathers of the chapel (union branch officials) had persuaded him not to pursue that course.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

beyond our power to stand that would have to be. I do not envisage that in any circumstances. There would mean we have failed to go into profit. I think that Daily Express can tip the scales very soon.

The peace formula reached on Saturday night, was "a victory for common sense," he said. The important thing was for it to be implemented. "It will make for a much happier relationship in Fleet Street, particularly in the Express. I cannot talk for other newspapers."

The document would encourage the managers, eventually the workers. "They have been in a situation in the past in which they have not felt clear about their own position. Now we can work together for the success of Beaverbrook press."

Asked why the settlement had been declared an historic turning point for Fleet Street, he said that the dismissal of engineering workers had been reemployed on conditions that took into account the necessity of a reduction in staff.

The basic principle was established that management should be allowed to manage. "It is no something we have just thought of. It is just that it has not existed in quite the form that we expected it to be, and which it has to be, for any commercial organization to prosper."

He made clear that future talks on pay would be held together with discussions on manning levels. The management was not certain about the number of staff reductions desired.

"This is a democratic country, and the right to withdraw from labour and to refuse to accept conditions they find unacceptable, must apply," Mr. Matthews said. "That is the great beauty of this country, for management and workers."

He had learnt a lesson in connexion with dismissed union leaders, and said that it would not be reinstated. Fathers of the chapel (union branch officials) had persuaded him not to pursue that course.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

The lesson of that was the importance of communications between workers and management. Sometimes the right answer might come from the workers.

Tory attack on those who appease unions

There are people to be found in the Conservative Party as well as among the Liberals and Labour with the morality of Laval and Pétain, Mr. Norman Tebbit, Tory MP for Waltham Forest, Chingford, told a party meeting at his constituency last night. Those were willing not only to tolerate evil but to excuse it and to profit by doing so.

"We can all see the evil but the doctrine of appeasement is still to be heard. It is so powerful that the faint-hearted say it must be appeased then it is all the more necessary to deal with it before it gets any stronger."

His speech comes after BBC interview on Sunday in which Mr. James Prior, Opposition spokesman on employment, spoke of "differences of emphasis" between himself and Sir Keith Joseph, opposition spokesman on industry over the closed shop. Mr. Prior maintained that his line on Grunwick had the full backing of Mrs. Thatcher, the party leader. As one point he accused the National Association for Freedom of "union bashing". Mr. Tebbit said last night that the threat to Britain's freedom from overseas came from the aggressive expansionism of Russian-dominated Warsaw Pact nations.

"Inside Britain there is a parallel threat from the Marxist totalitarianism, too. Small in number, this subversive force has gained great power through the trade union movement."

The unions, like the press, the BBC, the CBI or the Army, were "a little good but bad in themselves. They are to be judged by their actions."

"What would we say if the red-capped colonels of the Army used their military power for political ends?" Mr. Tebbit asked. "What if they insisted on conscription as part of their price for allowing a government to stay in office? Would it be considered 'Army bashing' to criticize that?"

"Yet today the cloth-capped colonels use their industrial power for political ends. They insist on conscription as part of their price for allowing the Government to stay in office. Is it 'union bashing' to criticize that?"

Mr. Prior said Sir Keith was agreed that the closed shop is being used to browbeat, threaten and punish trade unionists who criticized the Marxists who manipulated the unions, he said.

The agreed it was being used to destroy firms that allowed their workers freedom to work without paying tribute to unions.

Both men knew that Mr. George Ward, managing director of Grunwick, and the company were under attack. But if Ward and Grunwick are destroyed, then, as in 1938, we shall have to ask: 'Whose turn is it next?'

Grunwick action: The tactics and timetable of the threatened closure must be kept under the closest watch. The Government's Film-processing company, after the rejection by the management of the report of the Scarman inquiry, are to be decided this week (a Staff Reporter writes).

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

The Association of Professional Engineers, Clerical and Computer Staff (Apeps), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the coming and going of services such as water, gas and electricity.

Official nearly hid 'canker' of corruption

Mansel Mathews, a local government executive, had nearly succeeded in hiding from the world the canker at the base of 40 years' service. Judge Pitchford said at Cardiff Crown Court yesterday.

In May Mr. Mathews retired as chief executive of Ogwr District Council, Mid Glamorgan, with a lump sum of £8,830 and a pension of £6,000 a year, it was stated. In June he received the Queen's jubilee medal.

Mr. Mathews, of Ewenny, Bridgend, pleaded guilty to corruptly receiving a bribe valued at £335 from David Norman Jenkins, managing director of a building company, to show him favour in matters relating to the Pen-y-Bont Rural District Council, when Mr. Mathews was the council's engineer, surveyor and planning officer in May, 1968.

Mr. Mathews was sentenced to six months' imprisonment, suspended for 12 months, and ordered to pay fines and costs totalling £5,000.

Mr Powell says Unionists must oppose Community

By a Staff Reporter

Ulster Unionists had no choice but to oppose the United Kingdom's membership of the EEC because sooner or later that membership meant the end of union with Great Britain, Mr. Enoch Powell, Ulster Unionist MP for Down, South, said last night.

Speaking in Armagh, he said that not to see that United Kingdom membership of the EEC would mean the end of the union required extraordinary innocence or extraordinary ignorance.

There was no aspect of United Kingdom domestic affairs into which the overseas powers accorded to the Community were exercising, and those powers were exercised by a community with a directly elected parliament, the process must be enormously accelerated and reinforced.

"In this new state, with a unitary parliament possessing all the democratic prestige and authority of popular election, the existing states would sink

Labour executive accused of double-talk on EEC

By a Staff Reporter

Lord Thomson of Monifieth yesterday attacked the national executive committee of the Labour Party for continued hostility to the EEC. He said its attitude seemed to be based on prejudice and even ignorance of the facts.

Formerly MP for Dundee East, Lord Thomson said that two EEC commissioners, Lord Thomson also criticized the committee for continuing to "spread the myth" that the EEC was responsible for Britain's soaring food prices.

He was speaking at a meeting in London of the European movement, of which he is chairman, and said he welcomed the fact that the NEC had not reopened the whole question of Britain's membership of the Community, which was the subject of a statement for the party conference in October.

Although the NEC had made valid criticisms of various Community funds, it had concealed the fact that it had received from the Community, which together with grants and

Move to improve Scottish industrial relations image

From Our Correspondent, Glasgow

The need to improve the industrial relations image in Scotland was agreed at meetings between three leading Scottish Conservative MPs and the Scottish TUC and the CBI in Glasgow yesterday.

That was stated by Mr. Edward Taylor, opposition front bench spokesman for Scottish affairs, at a press conference which he held later with Mr. George Younger, MP for Ayr, and Mr. Alex Fletcher, MP for Edinburgh, North.

Mr. Taylor said it was agreed at both meetings that efforts should be made to get the true facts on industrial relations in Scotland before the public, and to leading industrialists, especially from overseas.

Mr. Taylor said that at their meeting with the Scottish TUC all had agreed on the urgency of reducing the level of unemployment and restoring economic confidence and growth.

Conservative MPs and the Scottish TUC and the CBI in Glasgow yesterday. That was stated by Mr. Edward Taylor, opposition front bench spokesman for Scottish affairs, at a press conference which he held later with Mr. George Younger, MP for Ayr, and Mr. Alex Fletcher, MP for Edinburgh, North.

Mr. Taylor said it was agreed at both meetings that efforts should be made to get the true facts on industrial relations in Scotland before the public, and to leading industrialists, especially from overseas.

Mr. Taylor said that at their meeting with the Scottish TUC all had agreed on the urgency of reducing the level of unemployment and restoring economic confidence and growth.

Conservative MPs and the Scottish TUC and the CBI in Glasgow yesterday. That was stated by Mr. Edward Taylor, opposition front bench spokesman for Scottish affairs, at a press conference which he held later with Mr. George Younger, MP for Ayr, and Mr. Alex Fletcher, MP for Edinburgh, North.

Mr. Taylor said it was agreed at both meetings that efforts should be made to get the true facts on industrial relations in Scotland before the public, and to leading industrialists, especially from overseas.

Mr. Taylor said that at their meeting with the Scottish TUC all had agreed on the urgency of reducing the level of unemployment and restoring economic confidence and growth.

Conservative MPs and the Scottish TUC and the CBI in Glasgow yesterday. That was stated by Mr. Edward Taylor, opposition front bench spokesman for Scottish affairs, at a press conference which he held later with Mr. George Younger, MP for Ayr, and Mr. Alex Fletcher, MP for Edinburgh, North.

Mr. Taylor said it was agreed at both meetings that efforts should be made to get the true facts on industrial relations in Scotland before the public, and to leading industrialists, especially from overseas.

Mr. Taylor said that at their meeting with the Scottish TUC all had agreed on the urgency of reducing the level of unemployment and restoring economic confidence and growth.

School breakfast seen as aid to studies

Children might be able to concentrate on their work if they were given breakfast at school, the Association of Assistant Mistresses says in a discussion document published yesterday. It also suggests that an earlier start, possibly at 8 am, might be considered.

Miss Sheila Wood, secretary of the association, which has 38,000 members, said many children arrived at school cold and hungry, having had little or no breakfast, and sometimes after a journey of an hour or more. By 10 am their attention was flagging.

The discussion document was drawn up by the association's education committee. It is titled "Concentration in school: How it can be helped and hindered. Association of Assistant Mistresses, 29 Gordon Square, London WC1H 0PX."

Membership campaign: The Labour Party in Scotland hopes to add between 3,000 and 4,000 members to its 74,000 membership in a campaign to be launched this autumn and to continue until the next general election.

Mr. George Robertson, chairman of the party in Scotland, described it as the start of a counter-attack by the Labour Party in Scotland and he said he was confident of its success.

The party had ordered 100,000 leaflets, entitled *Together We'll Build the New Scotland*, on which there is a membership form charging each member a minimum "subscription" of £1.20 a year.

Children might be able to concentrate on their work if they were given breakfast at school, the Association of Assistant Mistresses says in a discussion document published yesterday. It also suggests that an earlier start, possibly at 8 am, might be considered.

Miss Sheila Wood, secretary of the association, which has 38,000 members, said many children arrived at school cold and hungry, having had little or no breakfast, and sometimes after a journey of an hour or more. By 10 am their attention was flagging.

The discussion document was drawn up by the association's education committee. It is titled "Concentration in school: How it can be helped and hindered. Association of Assistant Mistresses, 29 Gordon Square, London WC1H 0PX."

Membership campaign: The Labour Party in Scotland hopes to add between 3,000 and 4,000 members to its 74,000 membership in a campaign to be launched this autumn and to continue until the next general election.

Mr. George Robertson, chairman of the party in Scotland, described

THE BREAD STRIKE

The bakers, members of the Federation of Bakers, apologise to their millions of customers for being unable to provide them with bread this week. This is due to an official strike by the Bakers' Union.

Why is there this serious disruption?

The Union has suddenly said its members should not have to work on Bank Holidays, despite the Agreement to the contrary. It also says its members do not receive adequate pay for working on Bank Holidays.

But very many people accept jobs where they are expected to work "unsocial hours" so that the rest of the population can be properly looked after. This applies to many bakery workers—particularly men producing and packing bread. It seldom applies to women.

Inaccurate and misleading statements have appeared about pay and conditions in the baking industry. These are governed by a National Agreement between the Federation and the Union. It is regularly reviewed.

The following points are factual:

PAY

- * No one over 19—male or female—is paid less than **£38** for working 40 hours a week Monday to Friday on days. Many women and almost all men receive considerably more even for 40 hours on days.
- * But most men work shifts which involve working Sundays. They also work days and nights in rotation, and overtime. Naturally they receive extra payments for these unsocial hours.
- * The average gross pay for most men is about **£70 per week**.

BANK HOLIDAYS

- * People who are **required** to work on a Bank Holiday receive **double** their normal pay **PLUS** a day off with pay or an additional day's pay. This is almost equivalent to treble pay.
- * People who are **not** required to work on a Bank Holiday receive eight hours pay provided they qualify by working before and after the holiday unless excused. This is a usual qualification in industry and discourages absenteeism at busy holiday periods.
- * People who **refuse** to work on a Bank Holiday when required to do so lose their Bank Holiday pay. This normally affects only a handful of people. But the Union told its members not to work the recent Bank Holiday, so many people forfeited their holiday pay. And they did not qualify for some other special payments. This is all covered in the National Agreement. This is also the reason for the present strike.
- * Those who work on a Bank Holiday of course receive more money than for a normal week.
- * Before the Bank Holiday the employers offered certain improvements and were prepared to discuss others, but the Union still insisted on no work for the last Bank Holiday.
- * The employers have offered to take the dispute to arbitration. The Union has refused. If the Union thinks it has a reasonable case, why not put it to the test of arbitration instead of the test of force?
- * If force is allowed to prevail there will be more frequent bread strikes in the future. And the public must be safeguarded from that, even at the cost of the present.
- * The Bakers' Union has a closed shop in the large bakeries. It has the power to deny bread to the people of England and Wales, and is now exercising that power.
- * Surely such great power should be used only with the utmost responsibility?
- * We hope for an early return to work so that talks can be resumed in a proper atmosphere.

The Federation of Bakers
20 Bedford Square London WC1

WEST EUROPE

Mr Gierk arrives in Paris for talks on French assistance to Poland and East-West détente

From Charles Hargrove, Paris, Sept. 12

Mr Edward Gierk, the Polish Communist Party leader, arrived in Paris on a state visit designed to improve still further the exceptional quality of Franco-Polish relations, and to discuss the dialogue between East and West.

Mr and Mrs Gierk, who were escorted from the frontier by military aircraft, were welcomed at Orly airport by President Mitterrand, Prime Minister M. Barre, the Prime Minister's wife, and all the protocol due to a head of state.

In reply to the host's speech of welcome M. Gierk said that the Franco-Polish dialogue has turned out to be a fundamental and very constructive element in the development of relations between East and West. Co-operation between the two countries had served both their mutual interests and the cause of peace on the continent.

The Polish leader is anxious

for help to tide over Poland's economic difficulties and to obtain greater French assistance, especially in the matter of light industry. Beyond that, disarmament, détente and the coming Belgrade conference will be discussed at the two private talks and the private luncheon at Marly, near Paris, on the third day. Other subjects on the agenda will be the North-South dialogue, the Middle-East problem and Africa.

It is not the first visit of Mr Gierk to France since he succeeded Mr Gomulka in 1970. He came here in 1972, at the invitation of President Pompidou. His sympathies with and admiration for France are well known in spite of the fact that he worked in the mines in France from the age of 13 until he was expelled for his communist activities. Now he is the mainstay of the Polish Communist leadership. He is the son of a miner, and a much respected negotiating partner of the French President.

In an interview in *Le Monde* today, he makes clear his desire to perfect "socialist democracy" in his country. On the freedom of opinion and discussion which prevails in Poland, he says: "No one in Poland is sentenced for his opinions. We do not have and do not wish to have any political prisoners. But we cannot tolerate violations of legality."

He mentions as one of the positive results of the Helsinki conference the improvement in relations between the two Germanies. What preoccupies him particularly is the absence of any notable progress over military détente. But he insists that the process of détente between East and West is "irreversible."

After the first private talk tonight with President Giscard d'Estaing, Mr Gierk was the guest of honour at a state banquet at the Elysee Palace to which M. Jacques Chirac, the Gaullist leader, was also invited. M. Chirac, Mayor of Paris, will receive him tomorrow at the town hall.

Record voter turnout in Norway elections

Oslo, Sept. 12—Opposition

confidence that Norway's minority Labour Government would be ousted from office in the country's general election on September 13, 1977, was shattered today as reports came in of a near record 85 per cent voter turnout.

Political analysts said a big turnout would benefit Labour, and by noon today—the second and last day of the voting—confidence was reported as having been restored in the government, which won 80.2 per cent of the electorate cast their votes.

But although the experts were predicting gains for Labour, they doubted whether it could capture enough seats for an outright majority.

The Labour Party, headed by M. Odvar Nordli, the Prime Minister, had 22 seats in the outgoing Storting (Parliament) and was allied with the Socialist Left Party with its 16 seats. Ranged against them in the elections is a centre-right coalition of the Conservative, Christian People's and Centre parties.

Opposition hopes were raised by two opinion polls last week. 700,000 voters were swayed to the right. But according to a later survey on Saturday, they were divided 50-50.

AH polls agreed that the Labour Party and the Conservative Party would be the main contenders in the election result, which depends on the gains or losses registered by their parliamentary allies.

Mr Nordli's Government has borrowed heavily against anticipated revenues from oil and gas, and has pursued an expansionist economic policy, giving the country one of the world's highest investment rates and holding unemployment below 1.5 per cent.

But the opposition claims that Norway now has the highest production costs in the world because of inflation and excessive pay claims.—Reuter.

Heath call on European Parliament leaders

From David Wood, Luxembourg, Sept. 12

Mr Edward Heath, the former Conservative Prime Minister who carried Britain into the EEC, arrives here tomorrow for a day of intensive consultations with leaders of the European Parliament, including Signor Emilio Colombo, now President of the Parliament, and an old colleague, during Mr Heath's two negotiations for entry. He is particularly concerned with progress towards direct elections.

Italian MPs pressing on SS man's escape

From Peter Nichols, Rome, Sept. 12

Signor Andreotti, the Prime Minister, proposes to tomorrow to parliamentary questions on the escape of SS Colonel Herbert Kappler, a convicted German war criminal, from the custody of the Italian military authorities in Rome's Villa Lazzarini.

Signor Vito Lazzarini, the Minister of Defence, has so far made two brief statements to Parliament on the escape and demands for his resignation have now spread to the Communist and Christian Democratic parties, which they support, is one of the surprises of the day.

It may be simply a reply to increasing Christian Democratic attacks on them or to the growing fear that the government is losing its grip on the situation, but the fact that they have been so easy with the Christian Democrats now that they are in semi-alliance.

In any event, the Prime Minister's political difficulties are increasing around him. Should he have to dispense with the services of Signor Lazzarini, in the interests of the Communist demand for a new approach to

the responsibilities of government, he will have suffered his first big political setback since forming this government more than a year ago.

The Prime Minister's agreement to give evidence at the trial in Catanzaro arising from a bomb explosion at a bank in Milan seven years ago will revive at least symbolically the allegations of some degree of political responsibility for the attack.

There are two groups of principal accused, one anarchist and the other of the extreme right. A general and other officers formerly belonging to the secret service are also among the accused.

Signor Andreotti can take the credit for having forced the open the part played by the secret service in this and other plots involving the extreme right.

He will still be in a delicate situation, however, as the first leading politician to give evidence in trial regarded as of crucial significance both for what happened and for the allegations that justice has been hampered for political reasons.

Chirac argument borne out by poll findings

Paris, Sept. 12

An opinion poll published in the news magazine *Le Point* suggests that the left will win the parliamentary elections next March by 295 seats to 178 if the Government parties put forward a common candidate in each constituency.

If, however, "primaries" are held in most constituencies, the result would be neck and neck.

The findings bear out the contention of M. Chirac, the Gaullist leader, that the Government's only chance is for each of the coalition parties to put up its own candidates in the first ballot.

Bank robbers tunnel to £500,000 haul

From Our Own Correspondent, Rome, Sept. 12

Valuables worth an estimated £500,000 have been taken from strongboxes in a classic bank robbery discovered in Rome this morning.

The thieves took over a dry-cleaning business on a branch of the Banca d'Italia about six weeks ago. They opened for legitimate business in the mornings and spent the rest of the day tunnelling towards the bank.

They dug a vertical shaft six feet deep and a tunnel of 24 feet which took them beneath the strong room. They then cut their way upwards through cement and a heavy marble floor with a circular saw. They managed to force 176 out of the 280 strong boxes.

The police believe that between five and six people were engaged in the venture. They took turns to dig and sleep, and their sleeping bags were found in the drycleaners this morning.

Bosphorus tolls up

Istanbul, Sept. 12—Toll

charges doubled at midnight tonight for passenger cars and heavy lorries crossing Turkey's Bosphorus bridge linking Europe and Asia. The new charges are 20 lira (57p) for cars and 300 lira (£10) for lorries.

OVERSEAS

Battle for vital Ethiopian town

Nairobi, Sept. 12—Thousands

of Ethiopians, some armed with wooden imitation rifles, marched through Addis Ababa today in an anniversary parade while a battle raged 250 miles away for control of a strategic Ethiopian town near the Somali border.

The parade by civilians and peasants marked the third anniversary of the overthrow of Emperor Haile Selassie, who died a captive in August, 1975.

The battle was for Jijiga, an important Army base town which Ethiopia claims still to control but Somali-backed dissidents say is now theirs. The outcome could be vital for Ethiopia in its efforts to regain the Ogaden desert from the Western Somali Liberation Front, who are supported by the Government in Mogadishu.

In an hour's speech to the rally in Addis Ababa, Lieutenant-Colonel Mengistu Haile Mariam, the Ethiopian leader, acknowledged some losses but declared: "We shall not be perturbed by temporary reverses because victory for the enemy is temporary."

Armed claims and counter-claims of heavy losses in the Ogaden, another dissident group today claimed to have seized control of most of Ethiopia's southern Bale province on the borders with Somalia and Kenya.

The Somali Abo Liberation Front (SALF) said it had seized 12 towns and villages, killed 1,500 Ethiopian troops and now controlled all of Bale except for the provincial capital, Goba, and the town of Gidir near by.

The SALF communiqué was released by the Somali news agency, Somaali-Lenter.

Our Diplomatic Correspondent writes: The tide has turned for the Ethiopian forces in their battle to repel the invasion by Somalia, the provisional military government in Addis Ababa claims today.

"We will secure our territories in a very short time, and we are confident that we will be in a position to dictate a solution to the Somali," Mr Mengistu said. The Ethiopian Foreign Office in London said today that the Somali response to claims for the gold had been "discouraging" and it would be difficult to trace and recover the deposits.—Reuter.

During their meeting, Dr Waldheim presented Mr Brezhnev with the United Nations peace gold medal "in recognition of his considerable and fruitful activities in favour of universal peace and people's security". In return, Mr Brezhnev gave Dr Waldheim a collection of medals from different Soviet republics.

The talks, described as "extremely cordial" covered the need for the rapid adoption of efficient measures for arms limitation and disarmament.

UN medal presented to Mr Brezhnev

Moscow, Sept. 12.—Mr

Brezhnev, the Soviet leader, and Dr Waldheim, the United Nations Secretary-General, discussed disarmament today at a two-hour meeting in the Kremlin. Dr Waldheim, who is on a week's visit to the Soviet Union, returned to Moscow yesterday from a weekend in Mongolia and left for Paris later today.

Under the terms of the agreement, Dr Waldheim presented Mr Brezhnev with the United Nations peace gold medal "in recognition of his considerable and fruitful activities in favour of universal peace and people's security". In return, Mr Brezhnev gave Dr Waldheim a collection of medals from different Soviet republics.

The talks, described as "extremely cordial" covered the need for the rapid adoption of efficient measures for arms limitation and disarmament.

Senators chastised in Lance case

From Frank Vogl, Washington, Sept. 12

Files containing damaging information about Mr Robert Lance, President Carter's first director, were kept in a safe in the bedroom of the Comptroller of the Currency to ensure its secrecy and to protect the comptroller's job, a Senate committee learned today.

The comptroller, at the time of Mr Lance's nomination to the post of Director of the Office of Management and Budget was



Kremlin handshake over another medal between Dr Waldheim and Mr Brezhnev.

Consular officials to visit Briton held in Ukraine

Moscow, Sept. 12.—Soviet

authorities have agreed to let British consular officials pay a second visit to Mr Andrei Klymchuk, a Briton, arrested in Ukraine on August 1, the British Embassy said today.

The visit, on September 23, would probably be made by Mr Brian Spencer, the Consul-General, and Miss Margaret Borland, the British Consul, who had a short meeting with Mr Klymchuk on August 9.

Soviet authorities have alleged that Mr Klymchuk, a 21-year-old London student, whose father left Ukraine in 1943 and settled in Britain after the Second World War, was carrying coded instructions from a Ukrainian émigré organization for "hostile activities" when arrested.

The Soviet decision comes almost four weeks after British officials requested fresh access to Mr Klymchuk, who is being held in Lvov.

Under the Anglo-Soviet consular convention, access to detained nationals of either country is granted "on a reciprocal basis". British officials were known to feel the delay of more than six weeks between visits was not in keeping with the spirit of the convention.

Mr Klymchuk has been charged with several offences, including anti-Soviet agitation and propaganda, for which he could be jailed for up to seven years.—Reuter.

Anti-British remark is explained

Sydney, Sept. 12.—Mr Ian

Sinclair, Australian's Primary Industry Minister, said today his recent attack on British immigrants in Australia industry had been aimed at encouraging greater involvement by rank-and-file trade unionists in union activities.

He said too many union decisions had been taken by a minority without recognition of the wishes of the majority.

Mr Sinclair created a stir last month when he accused British-born shop stewards of importing the "British disease" of industrial unrest into Australia.

Opening the Australian retailers' annual convention in Sydney today, he said: "The purpose of my comments about industrial lawlessness and the British shop stewards was, in part, to generate pressure within the rank-and-file of the Australian work force towards greater involvement in trade union activities."

There was now the threat of serious industrial action to force employers to give pay rises in excess of wage indexes set by the National Arbitration Commission. It was in this connection that I made my much-publicized remarks about the activities of the irresponsible few," he explained.—Reuter.

Wife seeks help for husband held in Uganda

Mrs Robert Scanlon, the wife

of the British-born businessman Mr Robert Scanlon, arrested in Uganda three months ago, discussed her husband's case at the Foreign Office yesterday.

Despite a number of rumours about Mr Scanlon's fate, including one report that he might have been among those sentenced to death, there is no firm information about what has happened to him.

Mrs Scanlon was assured that the Foreign Office would continue to do what it could. But the fact that there is no British presence in Kampala, and that Mr Scanlon is a Ugandan citizen, makes any help rather difficult.

Picked in Thailand today for a passenger in Sydney tomorrow

The orchid.

One of the most exotic flowers in the world and to the people of Thailand, a passion.

From the week-end market in Bangkok to the far-reaching corners of the Thai provinces, many colourful species can be seen growing in abundance. Either as a business, a hobby or simply arranged in pots under the eaves of the most humble household.

At that, we consider the delicate bloom of the orchid so beautiful, we give one fresh to every lady passenger on every flight, as part of our Royal Orchid Service.

Which also includes such luxuries as free drinks, gourmet food and specially selected music and films.

All served by delicious Thai hostesses with a grace and charm that has been a part of Thai culture for thousands of years.

On most airlines, all you get when you leave is a thank you. On Thai, we say it with flowers.

Smooth as silk.

S Africans prepare for a grim struggle

Continued from page 1

for both countries if Rhodesia has decided to reject the package deal and tries to accept only the parts of the proposals it likes; a response which Dr Owen and Mr Young have indicated is not feasible.

South Africa may be faced with international economic sanctions if it continues to help Rhodesia. The Economics Minister's role may have been to spell out the limits of support Mr Smith may expect from Pretoria in view of these threats.

At the weekend Mr Heunis disclosed that South Africa has been building up reserve stocks of oil and other strategic materials. His statement, confirming what has long been privately known, reflects awareness that South Africa is being told by Washington that it must either join the boycott of oil to Rhodesia or have its own supplies endangered.

A number of near-apocalyptic warnings have been given by ministers and defence chiefs in the past week to prepare the nation for the likelihood of a grim political and economic struggle for survival. The Prime Minister has told South Africans that in the coming months and years they will be "tested as never before". The Foreign Minister on Saturday urged the public to steel itself against new attempts to isolate South Africa and inhibit its relations with the outside world.

While ministers maintain total secrecy on the Smith-Vorst talks, an indication of the South African Government's thinking was given in an anonymous commentary by the state radio. After repeating ministerial calls on the struggle ahead, it said: "South Africa will not be pressured into indulging in sanctions and boycotts, but whether she will be able to continue supplying her neighbouring states with commodities such as oil if she is denied them herself because of the developments in Rhodesia is another matter."

It concluded by recalling the Foreign Minister's declaration that there is "one overriding principle involved, and that is survival".

Johannesburg: Bishop Abel Muzorewa and the Rev Ndabingwe Sithole flew to Malawi for talks on Rhodesian developments with President Banda. The two nationalists are regarded by Mr Smith as "moderates" and as men with whom he might therefore be ready to make a deal.

Salisbury: Rhodesia's Combined Operations Headquarters rejected as "without foundation" accusations by President Kaunda of Zambia that Rhodesia used napalm against his country. Dr Kaunda had claimed that the Zambian soldiers were killed in a napalm raid by Rhodesian jets across the border at the beginning of the month.

Pretoria: Ambassadors from the five western nations on the United Nations Security Council began talks with Mr R. F. Botha, to discuss South West Africa (Namibia).—Reuter and AP.

PARLIAMENT, September 12, 1977

Aid towards maintenance of coal stocks urged

European Parliament

Luxembourg, Sept. 12.—The European Parliament, at the first sitting of its September session, was recommended to accept the principle of financial support for coal stocks in order to maintain the coal capacity of the European Community. A resolution passed by the Parliament stressed the importance of coal as the Community's largest indigenous source of energy and noted with approval that the proposed aid would be provided only for EEC coal and for coke and patent fuels derived from such coal.

The required funds for the aid would be raised through the general EEC budget and the rate of aid per tonne, taken in conjunction with national aids, would not exceed the cost of holding stocks.

Mr John Osborne (Sheffield, Labour, C) was the committee rapporteur on the Commission proposal for aid. Community funds will go towards assisting stocks in the coal production area but not towards the cost of the coal itself. The Commission decided on this upper limit for aid so as to prevent the level of subsidised stocks reaching too high a figure, before Parliament's decision.

The resolution also provides enabling the Commission to revoke aid granted as a result of inaccurate declarations of coal stocks.

It was also suggested that the European Parliament be consulted after each calendar year if it was proposed to modify either the rate of aid or the upper or

lower limits for the quantities of subsidised stocks.

The Commission was also urged to ensure that stocks on which aid was granted did exist in the quantities indicated on the books of coal, coke and patent fuel producers.

Mr Osborne said the fundamental aim behind the proposal was the need to maintain Community coal production capacity as near the 1974 level as possible and under the draft EEC budget. Unless Parliament did something to rectify this it appeared that the Council had not the faintest intention of developing an energy policy of any kind.

The Earl of Bessborough (United Kingdom, C), for the European Conservative Group, said member states were failing to varying degrees to achieve the necessary nuclear generating capacity for electricity. It might be that the Council of Ministers intended to create conditions for economic expansion and a reduction in unemployment, but the aid required energy could only be found by increasing the consumption of oil, gas and coal.

Mrs Winifred Ewing (Morey and Naíon, Scot, Nat) said this was a sensible practical proposal because EEC energy policy was just as uncertain as United Kingdom policy.

In Scotland there was extreme disquiet over the rate of extraction of North Sea oil and over the role of the EEC which might be appealing the British Government's attempt to get out of oil as quickly as possible. Temporary jobs were created but no proper infrastruc-

ture. Once again they were back to the situation of no long term planning.

Mr Guido Brunner, Commissioner for Energy, said that since the end of 1976 there had been an increase of 13 per cent in coal stocks. This meant that a quarter of EEC coal production was being put into holdings.

Over energy issues there had been a ring of non-existent solidarity ever since the inception of the Community. However, after this debate the Council of Ministers would no longer be able to say it could not take a decision because Parliament had not given its opinion. All had supported this and other measures as modest, stating they could be financed. They were the minimum that could be expected in order to support coal production.

No one wanted to think about tomorrow. The fragmented awareness of the situation meant it would be impossible to develop a common energy policy. The Council of Ministers so shorn the energy budget that there was now less money available than in the last energy budget.

This was only a symbol of what was going on and Parliament should do something about it. Criticism should not be directed at the Commission but at those who had so far refused to take the necessary decisions.

Do something (he said) so we can save more energy in Europe an often people would be helped who had so far refused to take the necessary decisions.

The vote on the resolution will take place tomorrow. No amendment have been tabled and it is certain to be carried.

considerable, if not prohibitive.

It was of paramount importance that coal production be maintained at at least the 1974 level. Annual expenditure of 500 units of account was envisaged by the Commission.

Mr Thomas Ellis (Wrexham, Lab), for the Socialist group, questioned how meaningful the proposal would be. The Council of Ministers had even removed the token provision for the proposal made in the draft EEC budget. Unless Parliament did something to rectify this it appeared that the Council had not the faintest intention of developing an energy policy of any kind.

The Earl of Bessborough (United Kingdom, C), for the European Conservative Group, said member states were failing to varying degrees to achieve the necessary nuclear generating capacity for electricity. It might be that the Council of Ministers intended to create conditions for economic expansion and a reduction in unemployment, but the aid required energy could only be found by increasing the consumption of oil, gas and coal.

Mrs Winifred Ewing (Morey and Naíon, Scot, Nat) said this was a sensible practical proposal because EEC energy policy was just as uncertain as United Kingdom policy.

In Scotland there was extreme disquiet over the rate of extraction of North Sea oil and over the role of the EEC which might be appealing the British Government's attempt to get out of oil as quickly as possible. Temporary jobs were created but no proper infrastruc-

ture. Once again they were back to the situation of no long term planning.

Mr Guido Brunner, Commissioner for Energy, said that since the end of 1976 there had been an increase of 13 per cent in coal stocks. This meant that a quarter of EEC coal production was being put into holdings.

Over energy issues there had been a ring of non-existent solidarity ever since the inception of the Community. However, after this debate the Council of Ministers would no longer be able to say it could not take a decision because Parliament had not given its opinion. All had supported this and other measures as modest, stating they could be financed. They were the minimum that could be expected in order to support coal production.

No one wanted to think about tomorrow. The fragmented awareness of the situation meant it would be impossible to develop a common energy policy. The Council of Ministers so shorn the energy budget that there was now less money available than in the last energy budget.

This was only a symbol of what was going on and Parliament should do something about it. Criticism should not be directed at the Commission but at those who had so far refused to take the necessary decisions.

Do something (he said) so we can save more energy in Europe an often people would be helped who had so far refused to take the necessary decisions.

The vote on the resolution will take place tomorrow. No amendment have been tabled and it is certain to be carried.

considerable, if not prohibitive.

It was of paramount importance that coal production be maintained at at least the 1974 level. Annual expenditure of 500 units of account was envisaged by the Commission.

Mr Thomas Ellis (Wrexham, Lab), for the Socialist group, questioned how meaningful the proposal would be. The Council of Ministers had even removed the token provision for the proposal made in the draft EEC budget. Unless Parliament did something to rectify this it appeared that the Council had not the faintest intention of developing an energy policy of any kind.

The Earl of Bessborough (United Kingdom, C), for the European Conservative Group, said member states were failing to varying degrees to achieve the necessary nuclear generating capacity for electricity. It might be that the Council of Ministers intended to create conditions for economic expansion and a reduction in unemployment, but the aid required energy could only be found by increasing the consumption of oil, gas and coal.

Mrs Winifred Ewing (Morey and Naíon, Scot, Nat) said this was a sensible practical proposal because EEC energy policy was just as uncertain as United Kingdom policy.

In Scotland there was extreme disquiet over the rate of extraction of North Sea oil and over the role of the EEC which might be appealing the British Government's attempt to get out of oil as quickly as possible. Temporary jobs were created but no proper infrastruc-

ture. Once again they were back to the situation of no long term planning.

Mr Guido Brunner, Commissioner for Energy, said that since the end of 1976 there had been an increase of 13 per cent in coal stocks. This meant that a quarter of EEC coal production was being put into holdings.

Over energy issues there had been a ring of non-existent solidarity ever since the inception of the Community. However, after this debate the Council of Ministers would no longer be able to say it could not take a decision because Parliament had not given its opinion. All had supported this and other measures as modest, stating they could be financed. They were the minimum that could be expected in order to support coal production.

No one wanted to think about tomorrow. The fragmented awareness of the situation meant it would be impossible to develop a common energy policy. The Council of Ministers so shorn the energy budget that there was now less money available than in the last energy budget.

This was only a symbol of what was going on and Parliament should do something about it. Criticism should not be directed at the Commission but at those who had so far refused to take the necessary decisions.

Do something (he said) so we can save more energy in Europe an often people would be helped who had so far refused to take the necessary decisions.

The vote on the resolution will take place tomorrow. No amendment have been tabled and it is certain to be carried.

considerable, if not prohibitive.

It was of paramount importance that coal production be maintained at at least the 1974 level. Annual expenditure of 500 units of account was envisaged by the Commission.

Mr Thomas Ellis (Wrexham, Lab), for the Socialist group, questioned how meaningful the proposal would be. The Council of Ministers had even removed the token provision for the proposal made in the draft EEC budget. Unless Parliament did something to rectify this it appeared that the Council had not the faintest intention of developing an energy policy of any kind.

The Earl of Bessborough (United Kingdom, C), for the European Conservative Group, said member states were failing to varying degrees to achieve the necessary nuclear generating capacity for electricity. It might be that the Council of Ministers intended to create conditions for economic expansion and a reduction in unemployment, but the aid required energy could only be found by increasing the consumption of oil, gas and coal.

Mrs Winifred Ewing (Morey and Naíon, Scot, Nat) said this was a sensible practical proposal because EEC energy policy was just as uncertain as United Kingdom policy.

In Scotland there was extreme disquiet over the rate of extraction of North Sea oil and over the role of the EEC which might be appealing the British Government's attempt to get out of oil as quickly as possible. Temporary jobs were created but no proper infrastruc-

OVERSEAS

US Senate committee accused of concealing extent of work by influential journalists for the CIA

From Lance Gay Washington, Sept 12

The intelligence committee of the United States Senate bowed to pressure from the Central Intelligence Agency (CIA) last year to conceal the full extent of the role of American journalists in secretly carrying out assignments or giving information to the agency, according to *Rolling Stone* magazine.

Mr Carl Bernstein, one of the reporters who uncovered the Watergate scandal, says that more than 400 American journalists have worked for the CIA in the last two years—far more than previously reported.

The story also says that Senator Frank Church's Senate Intelligence Committee, which looked into CIA connections with American journalists, deliberately misrepresented its dimensions after intensive lobbying by the CIA.

Mr Bernstein says that Mr William Colby and Mr George Bush, both former CIA directors, persuaded the committee to restrict its inquiry into the problem and to issue a final report that was couched in "deliberately vague and sometimes misleading terms".

He quotes one unnamed senator as saying that "from the CIA point of view, this was the highest, most sensitive cover programme in the CIA".

Mr Colby, reached in Syracuse, New York, said he had no recollection of any such activity on his part, although he had urged the committee not to publish the names of

Cholera in the path of 3 million pilgrims

Reirut, Sept 12—A Middle East cholera epidemic has spread to Saudi Arabia as the country prepares to receive an estimated three million Muslim pilgrims in November.

The Saudi Health Ministry announced in a terse statement: "Cholera has crept into the kingdom through the city of Khobar from neighbouring countries. A few cases have been reported." Unofficial medical sources reported four or five cases of cholera in northern Saudi Arabia.

Hordes of Muslims will converge on Saudi Arabia when the pilgrimage season starts. They travel by jet, ship, car or foot. The kingdom has been spending vast sums to accommodate the pilgrims and prevent crime, accidents and epidemics during the month-long season. Most of them come from impoverished areas, where health precautions are inadequate.

They huddle in tent camps on the edge of the Red Sea port of Jeddah in special dormitories near Mecca and also in a tent city astride Mount Arafat.

The Lebanese Health Ministry announced the first two cholera deaths since the epidemic arrived in the country from Syria last week. Hospital sources reported 25 confirmed cases.

Officials in Damascus have reported 2,105 cases and 68 deaths. In Jordan, the Health Ministry has reported 165 confirmed cases, but no deaths.

The Saudi health ministry is organizing preventive action, and large numbers of people are being up at hospitals for inoculation. People are advised to drink boiled water, be inoculated and report any suspected case to the nearest hospital.

A Syrian official said it could take two months to bring the epidemic under control.

Ankara: Three people have died of "acute intestinal disease" in the south-western Turkish province of Denizli and 21 are in hospital with the same ailment, a Health Ministry official said today. He denied that the disease was cholera, but was unable to say what it was.

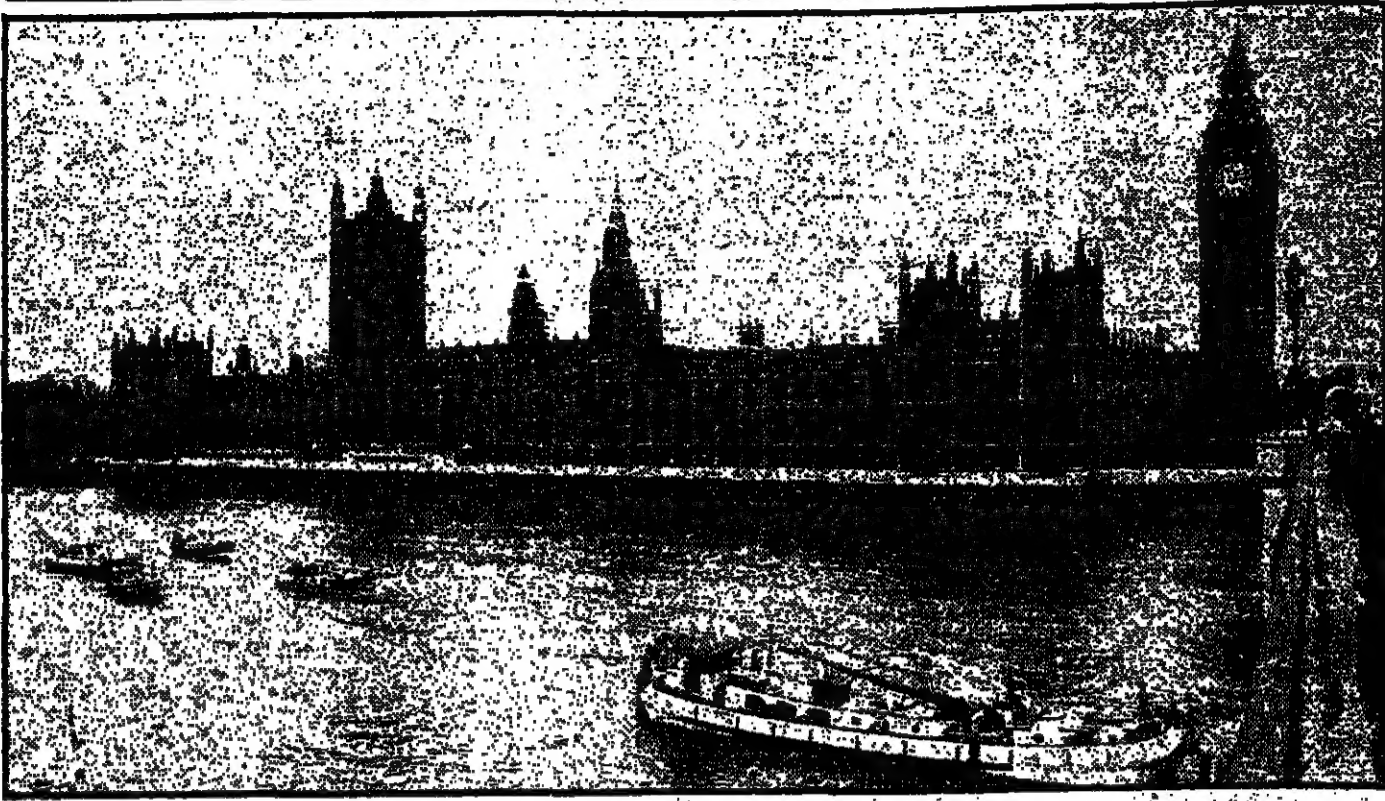
He described it as a seasonal disease, an ailment it was being investigated.

The question of whether there is cholera in Turkey, as in Syria, has been the subject of controversy among officials and of persistent rumour here. The mayor of Ankara has said flatly there is cholera in the capital, but the Health Ministry has denied this.

Wellington: The number of cholera cases in an outbreak which has killed nine people in the British self-governing colony of the Gilbert Islands in the South Pacific, has risen to 150, New Zealand health authorities said today.—AP and Reuters.

The two great needs: less legislation and more control over the executive

Yesterday Sir Peter Rawlinson discussed the workings of the House of Commons. Today he offers some ideas for reforms that would make Parliament more efficient



I propose consideration of broadly the following proposals for changes in the structure of Parliament:

Number of MPs
A reduction in the number of MPs to half the present number, namely from 635 to, say, 318. This would double the size of each constituency but it would turn the Commons into a less unwieldy body. It would afford every MP far more opportunities to participate in major debates and to serve on important committees. By the mere reduction in membership it would halve the burden on ministers concerning their political relationship with MPs and, conversely, double the influence of each MP.

Life of each Parliament
Each Parliament should, as now, last for five years, but the right of a Prime Minister to seek and be granted a dissolution before the end of the five-year term should arise only on defeat on a formal vote of confidence in a debate held in July at the end of each session.

Parliamentary sessions
Each parliamentary session should begin on February 1, last for five months and end on July 31. The House would not sit on Good Friday, Easter Monday and the Spring Bank Holiday. (In 1978, for example, this would mean that the House would sit on 126 days in a normal session.) The hours of sitting should be from 2.30 pm to 10 pm Monday to Thursday; and from 10 am to 5 pm on Friday. Neither the session nor the sitting hours should be extended save by the vote of two thirds majority of the whole House. Where, during the period between October and February, the Speaker certifies upon the application of either the Prime Minister or the Leader of the Opposition that a matter of national importance has arisen, Parliament may be recalled to a session for a strictly limited period to hear a report from the government and debate any proposals.

Legislative proposals
The Queen's Speech at the opening of the session should list all the Bills which will be presented by the government in that session and specify into which House each Bill will be introduced, listing them in order of priority. Each Bill would have to be published with the Queen's Speech. The list would then be submitted to a procedure joint select committee of both Houses which would allocate urgent Bills for each stage of the Bill on the government's list, ensuring that each clause in every Bill receives some debate in committee of the Commons. (If the time available in the session for legislation does not permit, after allocation of time, that all the listed Bills should be introduced in that session, the Bills lowest on the list should be automatically transferred to the head of the list of Bills for the next session; or if there be no subsequent session (because of the expiry of Parliament), those Bills must be excluded from the list for the session.)

Restriction on Adding to Legislative Proposals
No government measure which is not on the government's original list may be introduced into the programme for that session unless the Speaker of the House certifies that the new measure is required by reason of a national emergency. Such Bills must then receive a majority of two thirds of the votes cast on second reading, and the session would then be automatically extended to make up for time spent on the passage of the Emergency Bill.

Legislation select committee
Every Bill after third reading in the Commons or the Lords must be referred to a legislation joint select committee of both Houses presided over by a Lord of Appeal in Ordinary. The recommendations of this committee must be limited to drafting amendments which must then be approved by the Commons if the Bill is to become law in the current session.

Debates on the administration of departments
To ensure proper scrutiny by Parliament of the administration in each session, two full parliamentary days at intervals of three months must be devoted to a debate on a motion in the name of the Leader of the Opposition on each of the main ministries—Treasury, Foreign and Commonwealth Affairs, Defence, Home Office, Industry, Trade, Employment, Energy, Social Services, Education, Agriculture, Scotland, and Wales (26 days); and one day on the remainder, to include Northern Ireland, Lord Chancellor and Law Officers, Departments of Transport, Seas Development, and Social Security, and any other minister with departmental responsibility (say, six days). The days for these debates must be settled and announced on the opening of each session.

Private members' business
Whereas at present in an average session ten Fridays and four other days are devoted to private members' motions, this number should be doubled, making 28 days. In an average session 100 Bills are devoted to private members' Bills. This number of days should be retained. Thus in all 38 days would be devoted to private members' business.

Supply days and general debates
At present there are 29 supply days. Under these proposals 32 days would be compulsorily allocated to debate on all the departments of government. A further 12 days (in the first three months) must be devoted to general debates on motions selected by the Opposition parties in the Commons.

Vote of confidence
The annual vote of confidence held in July should be allocated four full days of debate.

Provision of time for legislation
The remainder of the time in the fixed session would be available for government business.

Vote at Present
At present, an average session (a one which does not include, for example, the European Communities Bill) the time spent on prime legislation on the floor of the House is 410 hours (170 hours on second readings; 180 on report and third readings; 30 on Lords amendments).

By these proposals there would remain only 40 days or some 300 hours for government business. It may be that this leaves too little time for essential annual business. The number of private members' motions or supply days suggested here might have to be reduced to curb the opportunity for legislation, limiting each session to, perhaps, one main government measure.

Select committees and standing committees
Select committees should be appointed covering each ministry (including a select committee on the law) and these committees should sit in public in October, November and December, save immediately after a general election. On at least one occasion in these three months the minister in charge of the department should be called before the select committee. Standing committees would sit between February and June in the mornings from 11 am to 1 pm, they would now debating the clauses of each Bill in accordance with the procedure committee timetable.

Consequence of a government defeat on a vote of confidence
In each session a debate on a vote of confidence must be held in the last week of each July. It should be provided that no parliamentary defeat on any other vote in the session must lead to the resignation of the government and cannot lead to a dissolution of a Parliament. But if a government is defeated on the annual vote of confidence in July, the government must forthwith seek a dissolution and a general election would be held on the following October 1. If the result of that election led to an incoming government, the defeated Prime Minister must resign three weeks after the result of the election, and the new Parliament (save for the election of the Speaker and the swearing-in of members) would be opened on the following February 1, commencing with the Queen's Speech which would set out the new government's legislative proposals.

Note: Such procedure would abolish the power of a Prime Minister to select the date of a general election. It would entail a general election only on October 1 in the fifth year of every Parliament or consequent upon the defeat of a government in a July vote of confidence. This would reduce the power and influence of a Prime Minister, but it would correspondingly increase the independence of MPs who would be freed of the fear lest disagreement with a government measure, or part of a measure, must lead to the resignation of a government which many would generally wish to sustain. It would make for greater frankness in debate and freedom for even government supporters to reject and amend a government Bill.

An interval after election and before the transference of power would give more time for the new Prime Minister to select the new team and afford a sufficient period to enable the new government to examine its inheritance and to prepare its first legislative programme. It would also avoid the spectacle of a defeated Prime Minister being handed out No 10 a few hours' notice. It would at least restrict the miserable spectacle of the ill MP being brought by ambulance to save the life of a government to only one evening in the year, the annual July vote of confidence.

In respect of general elections, however, it would entail a longer period than at present (usually four weeks) between dissolution (August 1) and the new election (October 1). But it would mean that a government with an overall majority would usually remain in office for five years certain, while a minority government would be at risk only upon the annual vote of confidence held at a fixed time.

Lords reform
Every government at the commencement of its term of office must nominate (out of existing peers or peers then elevated on recommendation) voting peers in the House of Lords to a number equal to the number of members taking the government whip in the House of Commons. Each party in the House of Commons of more than one MP must do likewise. Such peers would remain voting peers only during the period of office of the government of the day. All such voting peers would be obliged to resign at a general election. All other peers shall have the right to speak in the House of Lords and move amendments but not to vote. Standing committees would sit between February and June in the mornings from 11 am to 1 pm, they would now debating the clauses of each Bill in accordance with the procedure committee timetable.

House of Lords: It would thus remain a forum for debate for distinguished public servants who have received peerages, and the House would still include the law lords and the bishops, etc. But the exercise of legislative power would be limited to the numbers and party strength within the Commons.

Legislative powers of Lords
Where a Bill has been introduced first into the Commons and has gone through all its stages, the legislative powers of the Lords should be limited to approval or rejection on second reading, and if the Bill is approved to consideration only of government amendments. If the Lords reject a Bill, it must be returned to the Commons for reconsideration in the next session, and if passed on a second reading it would then pass on to become law.

Where a Bill has been introduced into the Lords and has passed through all its stages, the Bill should have a shortened (three hours) second reading in the Commons, full committee and report stages (held down by the Commons) and a third reading. The main purpose would be to encourage the introduction of non-controversial "technical" Bills into the Lords. More "political" Bills would start in the Commons, and the procedure in the Lords would be limited to straight approval or rejection of Commons Bills and consideration only of amendments introduced by the government. The Lords should have power to amend subsidiary legislation.

These are very general proposals. They call for radical change. The main purpose is to promote parliamentary control over the executive; to limit the power of the executive to legislate at will; to oblige the executive by the control of parliamentary time to be selective in its legislative proposals; and to improve the standard of law enacted.

The system which I now propose in broad outline would require ministers in charge of departments still to pay great attention to Parliament. But I believe that a minister's parliamentary duties would be more concentrated. There would certainly be a need for greater efforts and skill in debate, since even supporters would be more free to reject or amend specific proposals. Ministers would have to be more selective in their use of the House of Commons. The system which I now propose in broad outline would require ministers in charge of departments still to pay great attention to Parliament. But I believe that a minister's parliamentary duties would be more concentrated. There would certainly be a need for greater efforts and skill in debate, since even supporters would be more free to reject or amend specific proposals. Ministers would have to be more selective in their use of the House of Commons. The system which I now propose in broad outline would require ministers in charge of departments still to pay great attention to Parliament. But I believe that a minister's parliamentary duties would be more concentrated. There would certainly be a need for greater efforts and skill in debate, since even supporters would be more free to reject or amend specific proposals. Ministers would have to be more selective in their use of the House of Commons.

Bhutto counsel charges General Zia with trying to bar him from poll

From Richard Wigg Lahore, Sept 12

General Zia, Pakistan's chief martial law administrator, was accused here today of "the grossest contempt of court" and of intervening personally to exclude Mr Bhutto, the former Prime Minister, from leading his People's Party in the general election promised for next month.

Mr Yahya Bakhtiar, the former Attorney General, speaking in the Lahore High Court on behalf of Mr Bhutto's application for bail, said of General Zia: "He does not want Mr Bhutto to contest the general election and so this case is just an excuse." He also accused General Zia of "deliberate and conscious" interference.

Mr Bhutto, who was arrested on September 3 and is being held at the Kot Lakhpar jail here under army guard, is accused of personally ordering the chief of the Federal Security Force to arrest a political opponent in Lahore in December 1976. But the alleged

Tory leader at White House today

From Our Own Correspondent Washington, Sept 12

Mrs Margaret Thatcher, the Leader of the Opposition, today began the final and most important leg of her signposts visit to the United States with a series of discussions with key Administration figures.

After talks with Mr Vance, the Secretary of State, Mr Harold Brown, the Defence Secretary, and Mr James Schlesinger, the new Energy Secretary, she is due to meet President Carter at the White House tomorrow morning.

During her three-day stay in the American capital, she will also make calls on other influential officials, including Mr George Meany, President of the AFL-CIO trade union organization, Mr Michael Blumenthal, Secretary of the Treasury, Dr Arthur Burns, Chairman of the Board of Governors of the Federal Reserve System, and Dr Kissinger, the former Secretary of State.

The remainder of her packed agenda will be devoted to meetings with congressmen and press representatives, including editors of the Washington Post.

Foreign affairs has never been one of Mrs Thatcher's strong points and she is clearly hoping that the publicity surrounding her long tour of the United States will bolster her credibility in this sphere.

Polish Primate in hospital

Warsaw, Sept 12—Cardinal Wyszynski, the Roman Catholic Primate of Poland, is in hospital with jaundice, a church spokesman said today. Prayers had been said in all Warsaw churches.

The cardinal, who is 76, fell ill in the western Polish town of Katowice on August 17. The spokesman was unable to say how serious Cardinal Wyszynski's condition was.—Reuters.

China has tested missiles with nuclear warheads

Peking, Sept 12—China today disclosed that it had tested guided missiles with nuclear warheads.

The New China news agency quoted a report in the *Liberation Army Daily* on the tests. It did not disclose the dates of the tests or the range.

Western defence experts had said in the past that they believed China had developed

Palestinians to plan UN strategy

Beirut, Sept 12—Palestinian leaders will plan their strategy for a forthcoming United Nations General Assembly debate on the Middle East conflict at a meeting in Damascus next weekend, Palestinian officials said here today.

The Palestine Central Council (PCC) meeting is also expected to condemn the latest Israeli initiatives and to review decisions taken at the recent Arab foreign ministers' conference in Cairo, the officials said.

Informed Palestinian sources said the Damascus meeting was likely to reflect a hardening of Palestinian attitudes in the face of Israeli and American moves since the PCC last met in the Syrian capital less than three weeks ago.

Mr Yasser Arafat, the Palestine Liberation Organization chairman, said in a speech here yesterday: "We said at the United Nations (in 1974) that

we were carrying the olive branch in one hand and the gun in the other. We welcomed peace, and now we welcome war."

Israel's decision to establish new settlements in the occupied West Bank of the Jordan and to apply certain Israeli laws in the area provoked furious reaction from the Palestinians. Its latest initiative was to review the proposals for a peace treaty, which Mr Moshe Dayan, the Foreign Minister, will take to Washington this week, produced much the same response.

A PLO spokesman said today: "It is not a peace plan. It is a plan for further Israeli expansionism which does not satisfy our minimum demands."

"These proposals are simply further proof of Israeli arrogance and intransigence. Any such plan which neglects our inalienable rights cannot place will come."—Reuters and UPI.

not been officially announced, but Mr Dayan said on Saturday that Palestinian refugees should be resettled in the Arab States where they live. The PLO spokesman said this suggestion was unacceptable.

Meanwhile, fierce fighting wracked the southern border region today. Israeli aircraft overflew combat zones repeatedly as long-range Israeli artillery provided support for Palestinian guerrillas and Lebanese leftists in the area, according to a Lebanese correspondent on the scene.

Tel Aviv: Israel ushered in the Jewish New Year today with a prediction from Mr Menachem Begin, the Prime Minister, that there will not be another Middle East war in the next 12 months, and that "the day of peace will come."—Reuters and UPI.

TV slavery epic wins six Emmy awards

Pasadena, California, Sept 12

The slavery epic *Roots*, the most widely watched series to appear on American television, last night won six Emmy awards at the television Academy ceremony here.

Roots, from the best-selling book of that name by Alex Haley, portrays the history of a black American family from its African origins through the days of slavery to emancipation.

The British Independent Television series *Upstairs, Downstairs* won an Emmy for the fourth year running as the outstanding drama series.

The BBC production *Ballet Shoes*, from the series *Piccadilly Circus*, won an Emmy for an outstanding children's special.

Christopher Plummer, the Canadian actor, was named outstanding actor in a limited series for his role as the villainous bank vice-president in *The Money Changers*.—Reuters.



Accusing finger of Señor Corvalán at his press conference.

Mr Carter attacked over Pinochet invitation

By Peter Srafford

Señor Luis Corvalán, the exiled General Secretary of the Chilean Communist Party, yesterday criticized President Carter for inviting General Pinochet, the Chilean leader, to Washington for the signing of the Panama Canal treaties, and for having talked to him in the White House.

The invitation had appeared as support for General Pinochet, Señor Corvalán said, and as a "cosmetic operation" on behalf of the military junta.

Señor Corvalán was released from detention in Chile last December in exchange for Mr Vladimir Bukovsky, the Soviet dissident, and flown to Moscow. Yesterday he was speaking at a press conference at the headquarters of the British Communist Party in London.

He criticized the Americans as well as the Chilean junta. What Chile needed from the United States was not intervention, he said. The Central Intelligence Agency had helped to set up machinery for torture and repression, and General Pinochet could not stay in power without American help.

Señor Corvalán did not have any hope of overthrowing the military junta in the near future, but he said that the situation in Chile was changing. There was a marked erosion of support for the junta.

Señor Corvalán paid tribute to efforts against the military regime in Britain by members of the main parties. He appealed for more help, particularly in bringing about the release of an estimated 2,500 political prisoners in Chile.

Guide to productivity in the office: 2

Ruined by routine

by Lynda King Taylor

Misusing human talent is wasteful and expensive. Without stimulation, people allow their intelligence to stagnate as far as their jobs are concerned. Where office work emphasizes unchallenging routine, it can make people expertly stupid, persevering with activities that obviously serve no useful purpose.

Effectively, their brains are dying as far as the organization is concerned. It is only natural that they should change employment frequently as a sort of compensation. In such circumstances increases in productivity and motivation can hardly be expected, and surprisingly few organizations identify the problem.

Out of 44 companies I approached only seven admitted to any form of hierarchy for all their office staff. The most quoted excuse for doing nothing was "they are not with us long". Hence the vicious circle—a continuous merry-go-round of office workers in large cities. The average stay in general office work is 16 months.

According to the Alfred Marks Bureau the proportion of salary cost of replacing staff is about 30 per cent; that is, on a salary of £3,000 the average cost of replacing someone is about £887.

Career hierarchies in offices are notoriously limited, and as a result pay increases for promotion are only marginal. Promotion is more often than not based on length of service rather than competence, let alone potential.

Ambitious people get frustrated and Britain's most precious resource of human

flair, effort and skill walks out the door. Sadly, it is almost impossible for an office worker to develop, or be recognized for having great competence in a skill which could compensate for not advancing in a hierarchy.

For example, an excellent welder, toolmaker or other craftsman can derive constant high satisfaction from his skill, and the acknowledgement of this skill by others. The office typist cannot. As career development is more often than not based on the tenure principle, promotion goes to the individual best suited to his or her skill.

To start at the beginning with the school leaver, starting a new job involves cultural shock. The new institution is never quite like the imagined and while induction can lessen the shock it cannot remove it entirely. The joining-up process is most marked where there is an older superior and a younger recruit.

All too often younger employees talk angrily about mismatched expectations and a stifling of creativity and challenge. The wide discrepancy at this level occurs between the management/teacher/educationalist groups' views on matters of working in industrial and commercial offices and the actual views held by the recruits themselves.

Hellerman Deutsch, an electronics combine based in the south-east, has attempted to identify the problems of school leavers entering a career in industry. A number of issues were highlighted. In particular, the emotional impact of transition from school to work had

been expected to be similar to that of moving from primary to secondary school. Boys in general were over-awed by the fact that they were facing nearly 50 years of work ahead of them; girls could not envisage a similar thing occurring.

From the onset of this programme, Hellerman Deutsch has realized that the start of a career structure in its company commences before the youngsters ever get disillusioned with the first rung of the ladder. "Project Link-up", as it is called, allows the schools and the company to discuss the aspirations and qualms of the new recruit.

Feedback and appraisal are the basic ingredients in career structure. If an individual does not get feedback—real answers to the question, "how am I doing?"—work becomes a killing activity with little motivation and effectiveness emanating from the employees. An example of an effective feedback system is the one used within IBM, where all employees are involved in appraisal and counselling sessions annually—and in a new job after six months.

In appraisal and counselling the line manager and the employee discuss the hoped-for career path for the latter. (Line managers in IBM spend two thirds of their time on workers' problems and the remaining third on their respective line tasks.) An assessment is given and if the employee disagrees there is an appeals procedure through a recognized grievance channel. What is important, is that an individual can say "this is my aim" and it does go on file.

An educational programme

attempts to meet the individual's objectives, the ambitious are not held back by being slow.

Such a scheme stimulates both parties. The employee knows he has a fair opportunity and the company is assured of a high calibre of talent among its employees.

The Tyneside-based Northern Rock Building Society, with 30 branch offices from Inverness to Brighton, developed its career structure through a job-evaluation programme. Based on a grade classification scheme covering everyone from dishwashers to senior managers, the programme helped to eradicate unfairness in the original system.

Because the society is so fragmented, promotions were often misunderstood. Branch workers suspected "promotion by visibility", that if your face was seen often enough in the head office, your prospects were better than if you worked hard in the branch.

The job evaluation programme stratified jobs in a way that people could understand. They could appreciate the reasons for moves, they could see when they happened, and they could also see what they might aim for themselves.

Questions like "what is the structure?", "where can I go?", "why did that happen?" could be answered, allowing people to relate their own objectives to what the company had offered. Northern Rock has thus achieved a great deal in an industry which, once a social welfare activity, is now aggressive and competitive.

A career guidance programme ensures continuing

interest by superiors. In Kimberley Clark I was told that employees draw attention to their career guidance forms if nothing happens, thereby ensuring that their bosses cannot overlook the aspirations of their subordinates.

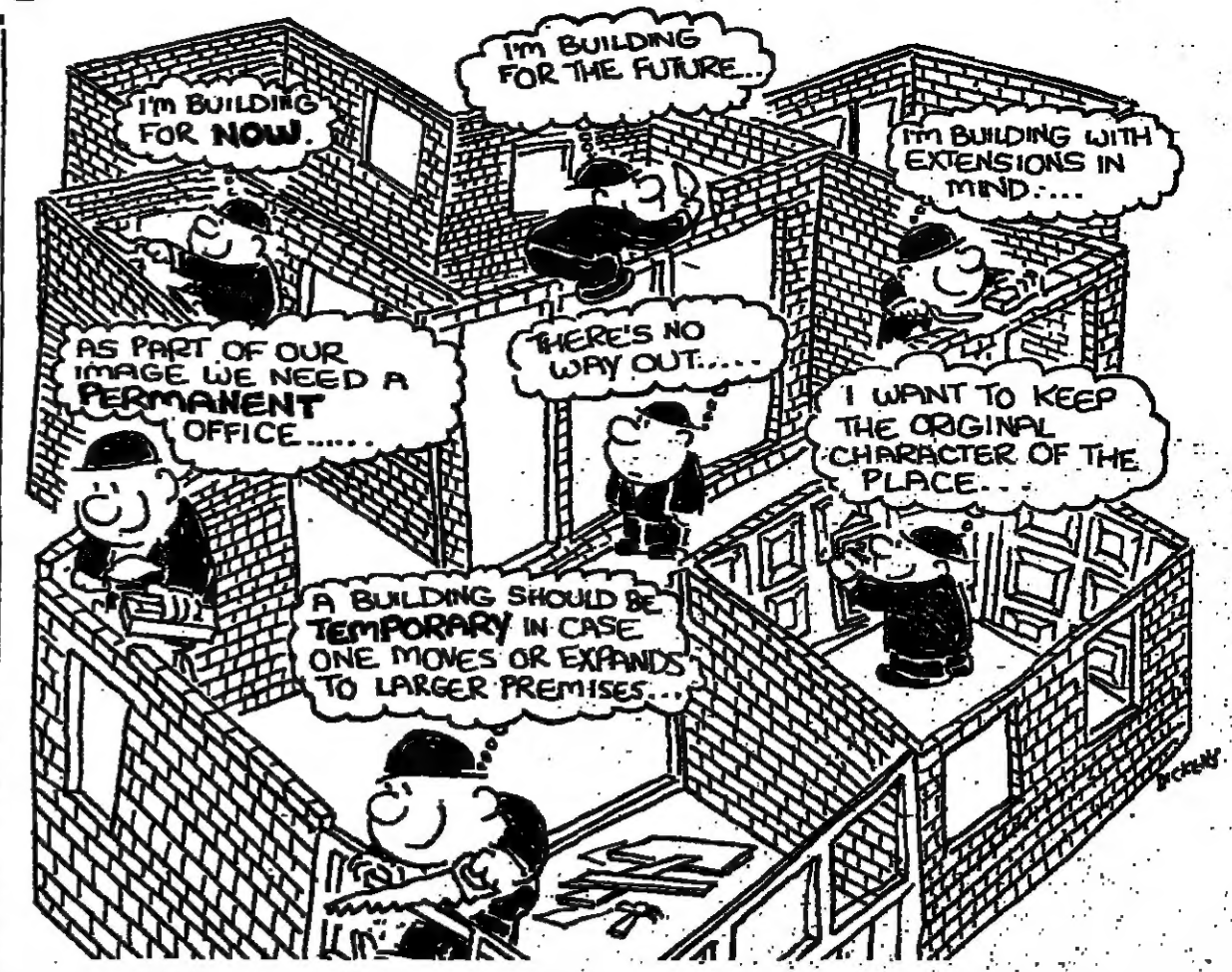
Lower levels in the office, where there is limited scope for promotion, there are opportunities to broaden the range of tasks so that people can learn more and become more versatile. Interchangeability between jobs increases a person's worth to a company and confidence in himself, allowing a more genuine identity and status.

One of the advantages of cross-training is that it diminishes the risk of small office dynasties and the tight adherence to elitist cliques and their methods, which can and do cripple productivity.

Verdict training, which brings together employees from two or three different levels on the same course, has developed in recent years. ICI and the Port of London Authority have done much work in this sector. It allows individuals to appreciate the problems of other career levels.

On a recent ICI course, for example, a senior research scientist, between an invoicing clerk and a sales manager. Certainly, those companies who have spent time and effort looking at the part succession plan in the motivation of office workers have discovered that life is more productive and exciting when the sky and not an arbitrary ceiling becomes the limit.

The writer is author of *Not for Bread Alone—An Appreciation of Job Enrichment and A Fairer Slice of the Cake—the Task Ahead*.



Questions of site and size

by Eric Fordham

Business is always in a state of change and nowhere is this more apparent than in the offices in which organizations operate. A building and its facilities affect a business, and so increasing importance is being attached to the planning of the administrative heart of the company.

Planning facilities for efficient operations inevitably raises a number of important questions, the most significant of which hinge on the location and resource choices open to the company. As with many management operations the first step is the gathering of factual information about the business, its size, style, location, objectives and what external changes or rate of growth are expected.

The questions which must be asked will include the following: Do the spaces available match in size and location the type of work, the size of group and the relationship with other departments or groups? Can the spaces be planned to meet the need for future change? Can the building and its internal spaces be designed or modified to suit the image and style of the business? And how much will such provision cost and how long will it take to complete?

When Iford decided to relocate and build a new head office, the project began in 1973, with the setting up of working groups with representation from all levels on the relocation project team. The site chosen was the development area of Basildon and the architect, Farmer and Dark, were briefed to design the building.

Iford House was to be occupied by nearly 400 staff and at an early stage the company chose the lands-

cape form of office layout, believing that this not only provided the standard of facilities required but also allowed for change in company or departmental operations. Because of the nature of the company the building also houses a 100-seat lecture theatre and photographic studios.

Fundamental to the success of the project were involvement at all levels and attention to detail. It was considered that the ability to plan each department in the building, based on its relationship with other departments, made an important contribution to the success of the relocation.

Truman faced similar problems when it needed to coordinate its administrative operations at the Brick Lane, London, brewery site. Relocation was out of the question and after extensive investigation of facilities and objectives, the Ove Arup Partnership designed a more flexible combination of Georgian and twentieth-century design in a new building which won this year's Office of the Year Award.

The building's location in an historic area caused a number of design constraints, including the retention of two Georgian buildings at each end of the site. The decision to provide open-plan office areas on three levels led to the design of a new structure, including the lower level in London stock and its three upper levels in reflective glass staggered back at each floor to give a waterfall effect.

An important consideration in the design was that it not only provided an efficient working environment for a thousand people who work on the site but also fitted into and indeed contributed to the local community in that part of London.

Conversion was the choice last year of another British brewery group, Allied Breweries, but this

was no ordinary conversion. A former brewing hall on the Burton site was stripped out under the supervision of the planning specialists, Organised Office Designs, and a large open-plan office area of high standard was created.

The conversion not only achieved the objective of bringing together a large number of offices scattered over the town but it also saved Allied Breweries the cost of a new building.

Another drinks and food organization has just begun to experience the benefits of a coordinated reorganization and office conversion within an existing building. Cadbury Schweppes drinks group is centralizing its headquarters staff in its St Albans offices but had problems of noise and inadequate ventilation to overcome. Organised Office Designs' consultants recommended the use of air-conditioning units on each floor as well as conversion to open-plan layout. The result was a working environment much more conducive to efficient working.

For the company trying to decide whether to relocate or convert there are many questions to be settled. In favour of conversion are: staff do not have to move, there is no change in the address, improvements can be planned within tight budget control, the work can be done progressively and the original character of the building can be retained.

The drawbacks are the disruption caused by building work, temporary movement of staff to new quarters, structural changes, constraints, and the high costs of improvements such as lifts. In addition the conversion may not create much extra space unless extensions are added or non-office buildings are used.

Mr. Roger Henderson, managing director of Space Planning Services, which has been retained to plan the reorganization of the City of Furness Whichey, the international shipping group, suggests some useful pointers to costs. Modernization and refurbishment of the building is unlikely to cost less than £7.50 a sq ft and can cost as much as £20 depending on the age and condition of the building. Fitting out a speculative building can also be expensive in spite of provisions made by the developer, Mr Henderson says. Ceiling and lighting systems are usually supplied but they often do not suit the tenant's partitioning or layout requirements. At least £5 a sq ft should be allowed for fitting out and more if the requirements include a staff restaurant, computer room or similar area.

However well modernization and reorganization is planned no building is infinitely extendable. In the context of a 10-year plan, Mr Henderson advises that extra space should be allowed in large single areas rather than scattered about.

The author is managing editor, Business Equipment Digest.

Quiet revolutions

All offices have one thing in common—they produce—even if it is just paper. The fact that offices are production units is often overlooked. Although this may give a false sense of status, it can sometimes give a sense of futility.

What is the product? It cannot be bought and sold on an open market, but it is just as important as that of a foundry or assembly line. Without the office the organization cannot function.

Whatever the end product, be it preparation of sales figures or wage administration, it is seldom the work of one individual

working in isolation. Instead it is an accumulation of facts and figures collected, chronicled, calculated and collated by an entire team. This fact is often overlooked by many managers who concentrate on a single objective, for example, making up wage packets on time, with little regard to total staff use and motivation.

This can be borne out by an Engineering Employers Federation paper *Productivity Improvements in the Office* which states the effectiveness of most clerical resources is at a level of 50 per cent. In my experience it is often even less. Improving this figure can often be achieved by installing improved methods, procedures, equipment and

standards which, if properly handled, make office operations more enjoyable as well as more effective.

Increase in effectiveness cannot rely solely on technological improvements; the human side of the enterprise has a major role to play in improving efficiency. The Civil Service is the largest single employer of non-industrial workers in Britain and its departments are fundamentally service-oriented; hence a high labour content.

Unlike manual areas where cost effectiveness is usually more obvious and therefore more urgently demanded, most government and local authority departments have their performance judged purely on the level of service given, and not on what that service costs.

Economic and consumer pressures are forcing managers in the public and private sectors to look again at improvements in office productivity and where labour content is high much emphasis is being placed on staff motivation and use. Efficient staff use requires the effective use of time and energy as well as initiative and talents, and nothing is as corrosive of office morale as a lack of sense of purpose.

Two quiet revolutions are occurring, within clerical employment, particularly, one concerns the measurement and grading of work, the other the need for greater flexibility within offices as a vital part of office efficiency.

In discussing the first, a basic grievance with office staff concerns the balance of work. It is almost impossible to achieve a perfect balance in an office as, for instance, on a factory assembly line, for the various component parts of office assembly are seldom as finely tuned or gauged.

In an age of accelerating technology, changes occur more frequently in job contents and if not monitored regularly result in anomalies in both salary structure and workload. In an office such irregularities give rise to pettiness and irritation among staff with the overloaded feeling underpaid, and the under-used continually having to justify their existence.

If a job has no real worth staff create their own status, hence the rise of office cliques and jealousies with subsequent deterioration in effectiveness, morale, discipline and relations between managers and managed.

Work measurement and job evaluation schemes alleviate much of this discontent. Job evaluation is basically systematic analysis of the vision of such activities which can be used as a means of determining salary levels, career progression and task roles.

Two approaches in work measurement are the "doe take" and the "should take". How long does a job take at present? ... how long should a job take? When the South Eastern Electricity Board undertook work measurement for

its clerical staff one of the points which came to light was the needless repetition of jobs which was both wasteful and costly in terms of time, energy and money. The opportunity existed with a work measurement programme not only to satisfy jobs but to evaluate them.

Jobs which offer little challenge or absorption or prospects for staff tend to make them uninterested, apathetic, demotivated, careless and even bloodthirsty about both the job and its objectives. One job which is an irritant in this way may affect the morale of an entire department.

Job evaluation provides an opportunity alongside work measurement to examine the actual work that a person does in relation to his or her skills. The fact that a number of companies are conscious that, especially in the office world, many jobs exist which are boring, dull and repetitive. The use of technology, and the automation of much of this but automation is not always feasible or economically viable.

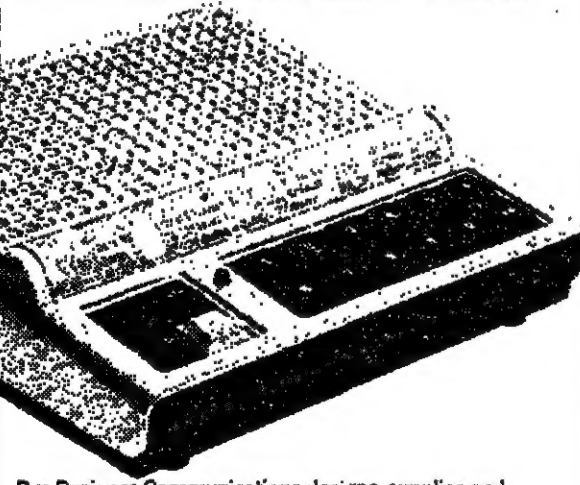
Job enrichment is an approach being developed by a number of companies which attempt deliberately to allow jobs to grow into challenging tasks so that the chore part becomes a minimum amount in the total job description.

Job evaluation therefore, has been an opportunity for a number of companies to re-examine job descriptions and consider the way people spend their time.

L.K.T.

BUSINESS COMMUNICATIONS

for the Office of the Future—TODAY.



Pye Business Communications designs, supplies and installs advanced audio and visual communication systems for all kinds of industrial and commercial users and government administrations. Our capability includes the finest systems design resource in the U.K. which, together with a range of high quality communication products by Philips, provides an efficient system tailored to your needs operating in two broad areas—Communications Systems and Audio-Video Security.

For your communications needs—for now and the future—talk to Pye.

Part of the comprehensive range of office efficiency systems and services provided by Philips.

Pye Business Communications Ltd.
Philips Data Systems Ltd.
Philips Electrical Ltd.

To: Pye Business Communications Ltd
Cromwell Road, Cambridge CB1 3HE

☐ Please send the brochure on Business Communications
I am also interested in: (Tick Boxes)

☐ Data Systems ☐ Word Processing

Name _____
Company _____
Address _____

Pye Business Communications Ltd
A member of the Philips Group

by Pearce Wright

In a world in which the service sector of industry is developing more rapidly than manufacturing, more and more companies are discovering that their efficiency and profitability is only as good as their communications, both with their customers and staff.

For many companies, the telephone has become the way to reach prospective buyers. For people on the move, whether they be doctors, dentists, plumbers, television repairers, solicitors or one-man businesses, the telephone becomes a crucial link for messages.

A wide variety of automatic telephones for taking and relaying messages has been devised for people needing a random but frequent two-way exchange of information.

Large business organizations can justify the installation of computer-controlled telephone exchanges which prevent the incoming caller from feeling abandoned. Not many of them make this investment though modern telecommunications systems

can automatically transfer a caller from an engaged extension to an alternative number, reroute the outsider to a temporary extension—thus ensuring that the caller reaches the person being called—hold a message and make an automatic return call, and perform many other activities.

The provision of such facilities is not exorbitantly expensive for the large organizations because the necessary data processing, which is what these activities entail, can be incorporated in computer systems introduced for other purposes. In Britain the provision of such advanced equipment for telecommunications is slow, partly because of demarcation arrangements between the Post Office monopoly and the computer equipment suppliers.

Though the manufacturers wait to push ahead with selling the new technologies for filling the limited amount of telecommunications space are also moving from laboratory success to commercial application. One of the most important developments must

be the advent of electronic mail, or the transmission overnight of letters and documents from one microfilm file to another at a distance.

The method is already in use elsewhere in the world as a regular practice. Its routine adoption in Britain is a matter of time.

These ideas are perhaps outside the needs of most organizations which depend on good communication for the efficiency of their business. As the other extreme is the type of radio paging system that has been operated successfully by a commercial enterprise and is being extended greatly through the Post Office.

Most radio paging schemes, by which a businessman, doctor or plumber could be summoned by a pocket bleeper, have been confined to small areas—they were developed from paging installations devised for locating people within large buildings. Now the Post Office has introduced a service covering 900 sq miles for thousands of users in the Greater London area.

Each pocket-sized radio paging receiver has its own exclusive telephone number which can be rung from any telephone in Britain, and thus effectively increases the area available to paging by hundreds of square miles.

One attraction of the service is made by dialling a 10-digit number, the first four digits of which are a standard subscriber trunk dialling code common to all radio pagers, and these routes the calls to the computer

of charge. The initial plan is for a network of 10,000 receivers, to be extended to 100,000.

The receiver only alerts the user by emitting a continuous beep. Communication with the caller is then made by telephone. Nevertheless a substantial investment is necessary in the capital equipment to obtain wide coverage for the system. Very high frequency radio transmitters have been built at strategic points to cover the Greater London area. Calls to a subscriber are routed through a computer centre which ensures that the correct code is fed back to the transmitters.

Each subscriber has one number for one paging unit but for an extra rental a second address, or additional number, can be connected. Additions like this can be used to distinguish between urgent and routine types of messages needing attention. Subscribers who need to alert a number of people simultaneously may rent a special device which is made by dialling a 10-digit number, the first four digits of which are a standard subscriber trunk dialling code common to all radio pagers, and these routes the calls to the computer

controlled equipment. If a user is busy, the radio pager has a memory device that can be interrogated later.

Other new types of external telecommunications services include the facsimile transmission of business documents from one office to another or between companies. Facsimile transmission is a well-established process pioneered in the post-war years by the Mux-head company for sending newspaper pictures. More recently office equipment manufacturers have exploited this method as a replacement for telex and postal services.

This development has meant designing machines which are easy to operate as an office photocopying machine and capable of sending a document at speed; a target of two minutes transmission for a foolproof document is regarded as a reasonable speed.

Most machines are in specialized use over private lines between company branches, but the prospect of a public facsimile network has become a possibility with agreement between the manufacturers and the national telecommunications authorities over an acceptable international standard method of working.

The author is Science Editor, The Times.

Conflict of aims slows faster communication



"Yes Sir, we'll be moving to our new offices by the Spring"

The way in which your offices are planned is fundamental to the success of your business.

At Space Planning Services, we leave nothing to chance, whether you're moving, modernising or just running short of space. We undertake professional and objective studies of your office accommodation needs, and provide a comprehensive and detailed plan for the total office environment. Backed by years of experience, our fundamental aim is to help you get the most out of your office space—and your business.

Put it in the hands of the professionals.

Space Planning Services Limited
Western House, Uxbridge Road,
Hillingdon, Middlesex UB10 0LY.
Telephone 01-573 2271.

Look before you leap out of the frying pan

هنا من الاله

by Christopher Warman

To move or not to move—that is still the question for firms in the expensive heart of London and the select parts of other large cities. Many factors are crucial to the decision. The cost of having a building which devours money through rent and rates is now seen as just one, albeit important, reason for moving. A year or two ago it was in many cases the only one.

Matters have been complicated by the Government's decision to change its

policy of decentralization from the big cities and attempt to attract life, and that means industry and commerce, back to the silted inner cities. There has been a good deal of misunderstanding about the consequences of this, not least about the work of the Location of Offices Bureau.

The impression immediately conveyed when the Government announced new terms of reference for the bureau, which came into force on August 8, was that it was being required to reverse its previous work and try to lure back to London firms which it had spent many years persuading to leave.

That is not the case. Its main function is now defined as the promotion of better

distribution of office employment, which it would claim has always been the underlying reason for its existence.

Under that umbrella it is to give particular attention to the promotion of office employment in inner urban areas but excluding the City and West End of London, and to widen its horizons to attract international concerns to bring office employment to Britain.

Even before the bureau's role was enlarged, there had been a feeling among the boroughs of London that it was simply trying to take away people and offices—providers of valuable taxable income.

The facts are different. There are probably more office jobs in Greater Lon-

dun in 1977 than there were in 1963 when the bureau was set up. In that time there have been 763 moves involving 48,992 jobs to the London boroughs, including the inner areas, although most have been to the outer boroughs with Croydon the main recipient. The total bureau relocation programme has involved 1,261 moves and 96,163 jobs.

What the bureau has been doing, therefore, is to siphon off the increasing number of office jobs and put them elsewhere because there just is not enough room in London, attraction that it remains, to sustain them all.

In the last year or two, many firms in London have decided not to move, and a bureau study established that most of the non-movers occupied space on favour-

able terms, either on long leases or as owner-occupiers. The immediate economic incentive to decentralize was thus much reduced—and the economic cost remains for them the vital consideration.

The decline in rents has had an effect both on firms under pressure to move and those with no immediate need to relocate. The former were able to find space near by at rents much lower than expected, while those with an eye on decentralization in the future again found that the change of costs in and out of London made the project less attractive.

Firms nevertheless expect the return of substantial rent differentials in the near future, which will bring renewed demands for

decentralized office space.

At present, however, there can be no doubt of the enormous difference in rent levels in London compared with elsewhere. Prices extend up to £18 a sq ft in central London. Compare that with £6.50 to £8.05 in Croydon, £3 in Aylesbury, £1.98 to £4.71 in Luton, £2.50 in Hastings, £1.15 to £2 in Portsmouth, £1 to £2.30 in Norwich, £3.25 in Ipswich, £1.75 to £3.25 in Bristol, £2 in Derby, £1.25 to £3.25 in Birmingham, £1.25 to £2 in Wrexham, £2 in Bradford, £1 to £3.25 in Manchester, £1.37 to £2.08 in Newcastle upon Tyne, and £1.25 to £4.25 in Glasgow.

These are all examples of actual asking rents recorded by the bureau this summer. Rents remain an important consideration, but the

availability of staff is another. In London the continual increase in commuting costs is causing worries not only for commuters but for their employers. Firms believe it will be difficult to continue to recruit executive staff to work in the centre at a time when travelling costs are rising but salary levels are controlled.

That said, it is not easy to find sufficient high-class middle management outside London and the south-east. The difficulty does not, therefore, because middle management is often reluctant to move with the firm. A small town or rural location is all right for one move, perhaps, but if such an employee later wants to move, there are few jobs available.

Firms like to take their middle management with them, but it is more expensive to move than the clerical staff. Clerical staff can be recruited locally, and are often of high quality, compared with the city staff.

The availability of staff, housing and communications are all part of the integral requirements of a firm considering a move and have to be studied carefully. They are subsidiary, however, to the accommodation. It is the availability of space which comes first.

In London there is accommodation, but it is largely in small pieces unsuitable for any but the smallest firms.

Local government planners are putting such constraints on office development as to diminish its value. The EMI's building in Tottenham Court

Road, London, is a case in point. The borough council made so many conditions before the building went ahead that the accommodation is scarcely what the firm wants.

In the cities firms cannot get the space or accommodation they want, and in the country they are liable to lose the staff they want and lose the ease of communications. Some firms moving out have found the need to maintain an office back in the centre of the city, and end up with two offices.

The difficulties can be overcome, but they emphasize the need for a most thorough assessment of a firm's requirements before any move is made.

The author is Local Government Correspondent, The Times.

Telephone's potential awaits the right connexions

The telephone handset is arguably the most important item of equipment for the businessman. Yet, while an increasing amount of money is spent on a growing range of computer equipment and office machinery, the proportion allocated to most enterprises for telecommunications remains stubbornly at about 2 per cent of this total.

This estimate is slightly misleading in that many modern computer systems, which can be connected to telephone networks for data transmission, contain equipment that is strictly speaking part of the telecommunications service of an organization.

Yet the telephone service within most organizations is a low priority. It is one of those activities that seems to bring out the cheese-paring mentality of many office managers; there is even ample evidence to show how business is lost, industrial relations are soured and clerical costs multiplied because the straightforward process of recording a message fails.

Indeed, the thing that is wrong with most telecommunications units is not the apparatus. The robot telephone answering device is often maligned. Post Office service but the surprising ignorance of the customer, who would not tolerate a similar attitude in other sectors of business.

Several big manufacturing companies and international finance houses have effective computer-controlled switchboards with a wide range of answering services, facilities for dictation, methods to call up messages on television screens, procedures to allocate priority to certain calls and automatic rerouting codes.

But a little imagination can also provide valuable aids without investing in complicated and expensive apparatus. The robot telephone answering device is one such development that has been exploited among its many purposes, for streamlining industrial relations and aiding recruitment.

One manufacturer claims that telephones have achieved a new status for employees in British Oxygen by assuring management, at any time during the day and night, an employee can pick up his telephone and, by dialling an internal extension, listen to a house journal of the air giving details of what's what and who's who in the company.

The service was introduced to help prevent individuals feeling they were cut off from each other. The service received up to 400 calls a day for items that include details of company affairs, new contracts, social meetings, and even restaurant daily menus and information of bargains in local shops. The service, which regularly includes details of company trading figures, is recorded early each morning on a cassette tape lasting about two minutes.

A similar system has been established by the British Steel Corporation but with some refinement. That service includes the regular telephone answering system by which workers can ask questions of the management. They need not identify themselves, and their questions are answered, perhaps, during the following day's broadcast.

P.W.



Office rents rise to £18 a sq ft in central London, but in Croydon (above) they are between £6.50 and £8.

Typing at 900 words a minute

by Richard Collin-Smith

It is not difficult to envisage the day when every well-organized sales director's office will have a word processor. Word processing is the term for automatic word processing, typing and the by-product of no building activities which can be extended to a score of systems, each costing anything from an average of £3,000, or £75 a month in large-scale systems, to £20,000 or more.

Word processors record on magnetic tapes, cards or punched paper, and so on. The idea is that every word which is typed in the office and its potential future use should be machine or electronically "memorized" and retrievable in essentially typed form.

Thus a sales director launching a new product, having dictated a master copy to a secretary, can now dictate to a given address list. He inserts the medium, touches a button and the machine heads the first letter with name, address and salutation.

Then the machine switches to the second medium and types the letters at anything from 150 to 500 words a minute. One of IBM's systems can do more than 900 words a minute. With many of the systems the secretary does not have to follow the same format. Interchanging paragraphs can be arranged by "playing" the outputs.

This facility may prove more valuable when the inquiries begin to flow in. From a similar programme, personalized letters can be dispatched in response to each.

When the Midland Bank is popularizing the Access card, rapidly-demanding inquiries suddenly rose from 30 to 1,000 a day, as well as 30 telephone calls. With only a handful of magnetic word-processing machines—each could contain 12,800 characters—it was able to reply "personally" to all inquiries without delay.

A further use for word processing machines is in dealing with complaints. No matter to whom within an organization a complaint may be addressed, it is only a simple for an individual letter, specifically typed to be sent off with a delay even if the "author" has but a few moments to spare to select appropriate paragraphs from the machine's repertoire.

More complex systems, stringing from £6,000 to £30,000, can be operated in a series of typing stations completely eliminating



The Olivetti Editor S14 automatic typing system can handle the mass production of personalized yet standard letters and circulars at great speed.

paper handling in the initial stages. Editing is effected by means of key-changing material from the system's memory as it is presented on a visual display screen. One firm says that one of its installations with eight typing stations can prepare better quality work more quickly than a pool of 24 conventional machines.

There are "words and number" machines able to compare and sort records into alphabetical or numerical order for such things as stock lists and customer directories. Others can send data by telephone and offer facilities like those of the teletypewriter, with automatic checking of transmitted messages to ensure reception of error-free information.

A recent development which makes it possible to change the typefaces of word processing machines economically, and increase the speed, is the daisy-wheel. This is a flat, horizontally mounted wheel, with the characters impaled at the end of radiating arms based on a central spindle. One particular machine can print an average letter in 27 seconds at a rate of 45 characters a second.

To set up a fully efficient sales order processing system, one has to view it from several aspects. All too often customer service may suffer simply because the

distribution system is not satisfactorily harnessed with that of production planning and stock control, or communications are inadequate.

Customers can use a telephone answering machine to place orders at the end of the working day, enabling the orders to be put in hand immediately the next morning. A sales director, with only a small staff can have a system installed which enables him to bear the messages on the machine's tapes while still at home, in response to the dialling of a special code.

Where customers are being provided with a service at steady and rarely changing rates one of the least expensive processes for producing invoices can be the single-print addressing machine, the sort operating from embossed plates, for example. The plates can be embossed with discounted net values, quantities, prices, tax and values.

The aim of any sales order processing system should be to effect total documentation, including that of sales and accounting offices, at one typing. Once the realms of mechanization have been entered the visible record of the equivalent of the word processor.

Minicomputers are desktop machines and include VRCs. The secret of the prin-

ciple is the magnetically striped ledger card. All postings on each client's ledger card are automatically recorded on these magnetic stripes enabling an almost automatic statement production.

The systems differ slightly, but pick-up of the previous balance is automatic, while values, control and other checks ensure the correct card is about to be posted and all information added is appropriate and accurate.

Such systems can hold all necessary information concerning the signing of an account for credit control purposes and provide automatic audit trails detailing every movement for each account.

There are many manually operated "three-in-one" and simultaneous record systems. One recently introduced ensures the security of all individual copies of embossed plastic credit/account card transactions. It can imprint details from a card on up to a four-part set of register stationery in one operation.

Where companies use customer account number details for computer input purposes these forms can be used for verifying accurate charging, or they can be obtained with an integral cash drawer unit for small cash and credit/account transactions.

New from Texas Instruments. A whisper-quiet desk calculator. With reliable thermo-electronic printing.

The TI-5015 at £69.95*

Great value in a printing calculator.

The Texas Instruments TI-5015 is so quiet that the loudest noise you hear is tearing off the printout. The printing mechanism has virtually no moving parts to maintain.

No messy ribbon, either.

The technology behind these advantages is thermo-electronic printing from Texas Instruments. Proved on more than 100,000 Texas computer terminals and now also available on advanced calculators. With non-impact thermo-electronic printing, the TI-5015 is quieter and more reliable than you would have believed possible.

The compact, attractive TI-5015 desk printing calculator is outstanding value for money. Designed for general use in offices, shops and in the home, the TI-5015 has capabilities usually found only on bulky and expensive specialised machines. Thanks to its independent add-register feature. And its electronic decimal-setting.

And its ability to cope with the fastest keyboard operators.

The TI-5040 at £109.95*

Offers both printing and display.

The TI-5040 features the same quiet and reliable thermo-electronic printing capability. Or you can switch off the printer and use only the display — 10 large, bright green digits with commas. Includes independent add-register feature, plus versatile 4-function memory.

The TI-5200 at £49.95*

12-digit display calculator.

The TI-5200 has a 12-digit display with large, bright green numbers. Full 4-function memory. A handsome and useful desk display calculator for general office, home, or executive use.

See these quality Texas Instruments desk calculators today complete with 1-year warranty — at leading office equipment retailers throughout the Country.

Listen for the quiet revolution.



Giant technology. From the people who made micro-electronic calculators and watches possible.

TEXAS INSTRUMENTS LIMITED

*Suggested retail price, including VAT.

Texas Instruments Ltd, European Consumer Division, Marston Lane, Bedford, Tel Bedford (0234) 63181.

The Norwich way is to speak the business language of Europe.

In France, perfume is a great industry and mimosa an important ingredient in its manufacture.

So it is on the hills above Grasse, where mimosa grows wild, that Monsieur

Philippe Bonne of Norwich Union Insurance discusses with Monsieur Cetto, top parfumeur,

aspects of the business of their mutual client, Lancôme.

Why does a famous French perfume house like Lancôme turn to Norwich Union for important insurances?

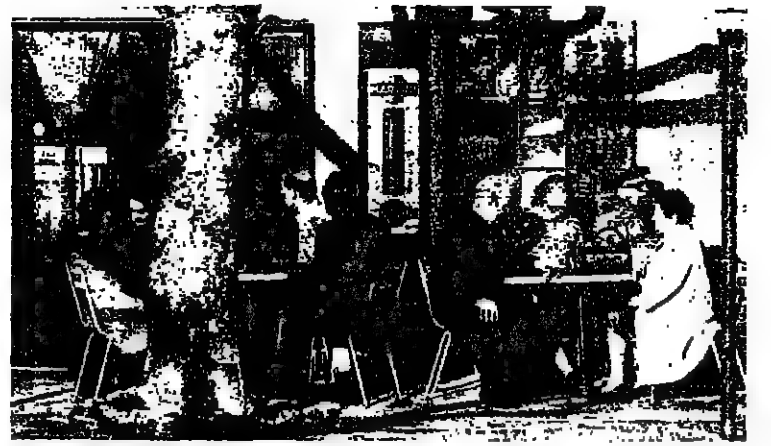
Like most successful

companies Lancôme know the value of expert advice. They appreciate that Norwich Union are specialists with an informed and sympathetic understanding of their clients' business and its insurance needs.

Although many major international companies enjoy Norwich Union's personal approach to insurance, it isn't reserved for big names only.

Take your problems to

Norwich and you'll find they speak your language too.



1 Hair was Long
Time was Short
Old Chaplain
e, Edinburgh
Chaillet

Donnelly besides
ke a corner column
e's most visible
planted one foot
formance, on stage
ords, but with
occupies Scotland's
as the "Big V"
figure of circled
strength (also, he
ed in four weeks
g boosted for the
gh Festival, and
ured two plays in
e-based touring
orderline.

1. Hair was Long
as Short is almost
suggests, an image
istalia for the
y uses a Glasgow
e, presided over
d who porters are
for a saga of ban
ment for his
Mc Hunter, a
world of the
play, originally
his year's Edin
then withdrawn
ture and sudden
director, Campbell
roduced in the
the festival, is
dan. At the
is in Edinburgh,
are still traces of
ion. Blackout be
changes period
to suggest, and
ed. But the
the play
the character
barned and
with com
Riddoch's Al
us centripetal
centricity of
introduction
direct address
t, learning to
and, enigma
ble. His men
ie, a man who
ity of work
case on an ap
ridiculous, the
a hit on com
love a live
in for a eff
knows the
Crichton is
e. Crichton's
same new st
ues in his com
nd the likes de
a picture as
so it is de
everything.

four as a circum
ness in a mid
spirit to his
peters that com
fast for shunt
had out to m
gh the wild l
gwa and Har
30s.
moment his
to the west
ne company. It
nature as some
movement. By
e as the work
a move. His
crudities as a
would work
feet End as it
He has a que
a construction
eant him to
operator. With
played to the
igh the are
bly rich.

can hit revue
West End

ical revue
star, which
one than 14
America and
year on Br
the Royal
on's West
r 25. Previ
nber 25.
t Billy Dun
East mem
rican produ
nugative coll
to from its
on days to
ging of the

le coin
let?



as Sachin's
n the owner's
nater name
n, on the
old auction
oin.
ch you thin
d to respect
ulities.

3
4-11
city, London

Bernard Levin

Good to be back in the land of hope and rhubarb

It is very agreeable indeed to be welcomed back to this country after a long holiday, by an item of news which, well, we shall come to the feelings it provokes in a moment, but first let us have the facts: Three sticks of rhubarb which pensioner Mr Frank Clay entered in Nottingham City Council's allotments show resulted in his disqualification. The rhubarb was part of his display for a tray of vegetables and the judges ruled that rhubarb was not a vegetable but a fruit. Now Mr Clay, an allotment holder, has been showing vegetables for 20 years, is complaining to the Royal Horticultural Society in London. He wants them to rule that rhubarb really is a vegetable.

Now on the merits of the matter as I do not presume to have views. Whether rhubarb is a fruit or a vegetable, or for that matter an animal or a mineral, is no concern of mine. I have never been particularly fond of it, and the sight of a field of rhubarb nodding in the sun has always seemed to me, since I read Mr John Wyndham's *The Day of the Triffids*, slightly sinister. Nor am I really con-

sidering the affair as one of principle; certainly, if Mr Clay has been disqualified for inadequate reasons, I hope that the ruling which has aggrieved him will be reversed on appeal, but I cannot bring myself to believe that the constitution will collapse overnight if it is not, nor do I see the Trent "foaming with much blood."

Nevertheless, there is more in this story than meets the eye. Rhubarb holds an honoured place in English history, because it is popularly supposed to have laxative properties, and laxative properties are no less popularly supposed by the English to be desirable. Indeed, during the nineteenth century Opium War, the Chinese officials responsible for the defence of the country against the British invaders, a Mr Lin, tried to cut off the enemy's supplies of rhubarb, because, as he wrote in a memorandum, without a regular dose of it the aggressors would become too costive to fight, so dependent were they on its medicinal effects.

But although rhubarb can thus be seen to be more than a simple fruit (or, as it might

be, vegetable), and although, indeed, not even this aspect of it exhausts its extra-curricular activities (actors in crowd scenes are widely believed to mutter rhubarb-rhubarb-rhubarb when they are required to seem engaged in conversation but are not supposed to be contributing to the audible dialogue), my feeling of delight at the report of the horrid affair in Nottingham springs from something wider still, something that cannot properly be said to concern rhubarb at all.

The marvellous truth is that this country can almost be defined, and defined, moreover, in a way which really does sum up her qualities and her greatness, as a place in which a man may be disqualified from a competition for outstanding allotment-produce on the grounds that his entry was shown under the wrong heading, in which the man, thus disqualified, feels sufficiently aggrieved at his treatment to petition the Royal Horticultural Society, in which that august body gives (as I have no doubt it will give) a solemn ruling on the matter, and in which all the details of the

whole business, including the nature of the prize at stake (a silver cup and a fiver), are printed in the newspapers. Alexander Woolcott, in an article about the Archer-Shee case (it is a neat comment on the way in which art takes over from life that although I do not suppose that the case is a hundred of my readers will recall the case from that name, which was borne by the central figure in it, fully nine and nine-tenths of the time), is referring to it as I call him not George Archer-Shee but *The Winslow Boy*, summed-up the implications of it like this: "For this can be said about the Archer-Shee case: that it could not happen in any totalitarian state. It is so peculiarly English, this story of a whole people getting worked up about a little matter of principle; about all the story the funniest of the land taking up the cudgels against the State, mind you—because a youngster had been unfairly treated."

And Woolcott's test is an even more searching one than he imagined, for not only would the Archer-Shee case be impossible in any totalitarian country, but there are even

democratic countries in which it would be at the very least unlikely (I cannot see it happening in Sweden, and cannot easily see it doing so even in France). Yet it could happen in England, and it did; and that, I suppose, is why my shaggy note to this country is so much more than any mere matter of birth.

And just as the Archer-Shee case defines the nature of England, so I cannot help feeling that the Great Nottingham Rhubarb Horror defines her quality, which is why I was so comforted to read about it on returning to my native soil. The English, as all the world knows, are that the Great Nottingham Rhubarb Horror defines her quality, which is why I was so comforted to read about it on returning to my native soil. The English, as all the world knows, are that the Great Nottingham Rhubarb Horror defines her quality, which is why I was so comforted to read about it on returning to my native soil.

several centuries when Chaucer wrote the *Canterbury Tales* that they have developed an easy, placid rhythm for their insanity, which flows on like some beautiful unwhirling English river from aeon to aeon.

And every so often a bubble breaks surface, and glitters bravely in the sunshine as it bursts. I have chronicled a very large number of those bubbles over the years, in this space, though I have never before tried to set down the theory and principles behind them. Heine said of England that "it is a country which the sea would have swallowed long ago if the sea had not been afraid of getting indigestion," and I have come to the conclusion, over the years, that Heine was far wrong. For it is precisely the odd, angular, unduly inexplicable things, with sharp corners, which would certainly be difficult for the sea to swallow, that make England what she is.

And surely the Man with the Rhubarb represents one of those things. Of course, England is what Chesterton called it: "Faith, and green fields, and henpots, and the sea." But it is also, and more importantly

(because it does not, in this aspect, provide anything that we feel obliged to live up to), men who plough the fields and scatter the good seed on the land, and on occasion the good rhubarb seed, to say nothing of the glorious crop of Englishness that springs up in the wake of the sower. Is it not better, when all is said and done, to sow rhubarb and reap a quarrel with the Nottingham City Council, than to sow dragon's teeth and watch them come up armed men? Is it not better that we lay waste our power on crickets and kippers and horrible little yapping dogs than that we should exhaust ourselves in fighting another? Is not Mr Callaghan better, even if only by a little, than Colonel Gaddafi, and was not even Sir Harold Wilson greatly to be preferred to President Bokassa?

At about the time of the collapse of France in 1940, there were two correspondents running in this newspaper, which excited some comment at the time and more later. One concerned a dispute, so small as to be almost imperceptible, over some matter in ornithology; the other was an argument, ad

much the same scale, about some point of Shakespearean exegesis. And although it was right that the English should have occupied themselves with such questions when the heavens were falling, it was, and eternally will be, impossible to explain to foreigners just why it was right. That, in a sense, defines the foreigners as well as the English, though you could not explain the meaning of that sentence, either, outside these shores.

But that is the point, really: one of the best things about living within these shores, and being to the manner born, is that you do not have to explain yourself to foreigners, and are not much concerned if they misunderstand. You and I know, even if we cannot explain the matter in any detail, why I felt that lift of the heart, after many years' absence, when I read about Mr Clay and his three sticks of rhubarb; and it is only you and I, after all, who need to know. There is some corner of an English field, as well as of a foreign one, that is forever England, and rhubarb is growing in it at this very moment.

© Times Newspapers Ltd, 1977

The bad news and the good about our immense growth potential

David Howell calls for a more imaginative approach to cut unemployment

"The scope for improvement of employment in manufacturing industry as a result of higher investment is limited," wrote Mr David Howell in these columns recently. And of course this august tribute of organized labour is absolutely right. Indeed, with characteristic moderation he understates the case. The scope for more jobs in many parts of manufacturing is not just zero, it is minus. Industries like steel and motor assembly are bulging with surplus manpower. They need very badly to shed it. There is no hope of competing until they do so.

What, then, is to be done? With unemployment at its highest since the war, where are we to look for the new jobs? For the young, for women seeking work, for those displaced from heavy manufacturing by the new industries? Where should the trade union leaders, with their understandably deep concern for the unemployed, be turning their minds? What new insights does the trade union movement have to offer?

It is, of course, easy to say "To hell with insights; give us a good dose of reflation (whatever that means), more public expenditure, import controls if things get rough in certain areas, let it over with a sprinkling of job creation schemes and serve". I can see the temptation to fall back on that kind of recipe, to stop thinking about the future, to urge action, any action somehow to ease things, however momentarily.

But it will not work, and it is their heart of hearts forward-looking trade union leaders must know that. One can understand the longing to cram workers back into overmanned factories, to rebuild the industrial past. One can understand the romantic socialist yearning for such hopes. But union leaders who have travelled a bit must, like industrialists, know the real score.

They must know perfectly well that Britain is going to find it harder and harder to keep markets for manufactures made in this country (that is, in contrast to goods manufactured abroad from imported British capital and technology). They must know that Asia is bursting (has burst) into consumer durables and electronics on a scale which is forcing British manufacturers to concentrate on higher and higher quality products, requiring less and less manpower, if we are to have any industrial capacity left at all.

Yet one looks in vain to the trade union establishment for signs that they are preparing constructively for this very different kind of world. The whole mood seems defensive, helpless. But there is no need for union leaders to trap themselves in this position, and there is no need to be both unrealistic and defensive about job prospects in an economy such as ours just because the manufacturing sector is shrinking.

The reason for not despairing stares us in the face. It is that we have ceased to be primarily an industrial nation and are becoming increasingly a service economy. What more, we are a very good, highly competitive service economy with immense growth potential. To say this is not in any way to deny the many areas of job creation schemes, but to acknowledge the changed economic structure addressed to a predominantly manufacturing economy cannot be effective because that economy is passing away. Policies which acknowledged the changed economic structure might well produce very different results.

To put figures on the point, it has been estimated that in the first half of the nineteenth century a third of the occupied population was in the service sector. By the 1930s it had reached about half, and today it is approaching 60 per cent, or three out of every five working people. In the United States, well over two thirds of the workforce are in services rather than the manufacture of goods.

I draw these figures from an immensely illuminating lecture recently given by Professor S. Medlik "Britain—Workshop or Service Centre of the World" at Surrey University. Professor Medlik goes on to point out that a high proportion of manpower in the service sector is a feature of mature economies. From agriculture to manufacturing, traditional sort of sense which still seems to flavour policy thinking in both the Labour

Party and Whitehall, as the main source of employment. And this in turn is being replaced by services as the main source of jobs.

Professor Medlik reminds us that this has been described as the Tertiary Revolution and rightly censures the Canutes who ignore it or order it to turn back.

Now there is a good and a bad side to this transformation as it affects the British economy. The good news is that Britain remains firmly among the world's leaders in internationally marketed services and its position is, if anything, getting stronger. The range of services is very broad and (IUC please note) these services provide large numbers of jobs, often being highly labour-intensive. The earnings from exported services, combined with the earnings from British capital invested overseas, two processes which are intertwined, give Britain the second largest surplus on the invisible (non-manufacturing) account after the United States. Total receipts from invisibles equal half the country's import bill. If it is in service industries that the productive power of the nation will increasingly lie, we are in with a flying start.

The bad news is that the move from goods to services has overlapped in recent years with a uniquely rapid shift in the British workforce not from the private to the public sector, but from the wealth-consuming part of the public sector, the part which produces in marketable form neither goods nor services. This is the well-known thesis which has been developed by Messrs Bacon and Ellis in their articles and books.

We have to swim clear of this ugly crosscurrent. That is generally recognized by all those who think beyond the very short term. But the right way to do it is not to try to recreate unemployment on a scale which belongs to the past in a frenzied effort to stem

rising unemployment. That is of no use to Britain's workforce, inside or outside trade unions, in the cities or the countryside.

Still less is the answer to siphon off lost minds and skills into public administration which adds nothing to the nation's marketable output. The right course would be to reinforce success in the already staggeringly successful invisible sector, to make a complete reversal of the steam-age priorities which characterized the industrial strategy, from which, by ministerial admission, hardly a single extra job will come. It would mean end to discrimination in public policy against service industries. It would mean a tax system which really favoured business growth, particularly the growth of small enterprises which operate extensively in the services sector. It would mean removing gratuitous obstacles in the way of Britain's already expanding financial services, shipping services, insurance, consulting engineering, tourist industry, telecommunications, advertising and television services—all gigantic overseas earners.

It would mean welcoming, not damping, overseas expansion of British firms. It would mean recognizing calmly that Britain ought to have, and is going to have, a smaller but tougher manufacturing capacity on home ground.

Trade union leaders are right and courageous to see and admit that the jobs are just not going to come in manufacturing, but at that point their imagination and constructive impulses seem to fade and their understanding of the changing employment prospect dim.

No one underestimates the difficulty which great and venerable institutions have in discarding old beliefs and embracing new viewpoints.

But the time really has come when it will no longer do for the leaders of organized labour to wring their hands, call for reflation, public spending and import controls and then sink back into old beliefs and embrace new viewpoints.

The author is Conservative MP for Guildford.

© Times Newspapers Ltd, 1977.

The white student who could shake the fabric of US race relations

Near month the United States Supreme Court is to deliver one of its most momentous civil rights judgments for many years. Its decision could suddenly shatter the tranquil state of race relations in America now, throw black leaders into confusion, and remove the cornerstone of federal government policy by both Republican and Democratic administrations to blacks and other minorities.

The decision has been heralded for almost a year by campus demonstrations, endless lobbying, sharp debate in the press, guesswork by government officials, and even speculation by President Carter. The case turns on the right of a white student to be admitted to the University of California, but the real issue is simple and much broader: is reverse discrimination a feasible way of redressing the wrongs done to the blacks over many generations? Are racial quotas ever justified?

Allan Bakke applied to the medical school at Davis in 1973. He was one of 2,664 people applying for 100 places and he was refused. He applied the following year, and was again refused. Then he discovered that in both years the university had admitted 16 blacks, all of whom had lower marks than he had. So he sued the university for racial discrimination.

From the outset the university admitted discrimination: it argued that the government was constantly urging universities to train more black doctors and lawyers to redress the racial imbalance in the professions and to act as role models for their own communities. But it said, if the university had admitted only those scoring the highest marks in entrance tests, it would never have accepted a single black.

The California Supreme Court disagreed, and said Mr Bakke's constitutional right under the Fourteenth Amendment to equal treatment under the law had been violated. The university promptly appealed to the Supreme Court.

Much is at stake here, if the case is decided against Mr Bakke, there will be an uproar from the black community, the decision will effectively sabotage a huge and controversial federal government programme to coerce not only colleges and universities but all large American business, government and public life to increase

their intake of employees from certain minorities—blacks, American Indians, Orientals, Chicanos (Mexican-Americans), and other hispanic groups.

The programme is known as "affirmative action" and is the practical expression of the government's commitment to abide by the promises implied in all the civil rights legislation to afford blacks not only equal opportunity but also a better chance in life than they have ever had before.

Affirmative action is enforced by a very simple means: the government refuses to award any contract to a company or enterprise that practices discrimination. This is easily applied to universities. They are heavily dependent on the government for research contracts; if they discriminate, they get no money.

But affirmative action has come to mean more than just non-discrimination. It has been interpreted as a positive effort to increase the proportion of blacks in every important institution to the point where it is roughly equal to the minority population of the country. And the programme has recently been extended to include the largest "minority" of all—women.

This new requirement takes no account of whether the low proportion of blacks in a university classics department, for example, is the result of deliberate past discrimination or a lack of qualified applicants.

Compliance with the programme is judged simply by comparative statistics: if a university has a low number of minority lecturers four years ago, and still has the same low proportion four years later, it is judged to be in compliance and will be threatened with financial penalties. The same is true of libraries, government offices, schools—indeed almost any semi-public institution.

Such institutions are urged to set itself goals for the increased intake of minorities. Theoretically, these are not meant to be quotas, but if the numbers are low, the institutions suffers. In practice, therefore, many universities and public institutions deliberately discriminate in favour of women and blacks, even if they are less qualified for the post, and are urged to show progress towards meeting their goals.

Affirmative action is considered of enormous importance by blacks (and many women) in fulfilling the promises of equal opportunity. To rule it unconstitutional would be seen as a betrayal of the civil rights legislation.

On the other hand, the programme is unpopular with universities and organizations that feel unable to select candidates purely on the basis of merit. And it is bitterly opposed by other minority groups for it applies only to the designated minorities deemed in need of help.

If, therefore, the court supports the university, there will be an outcry from Jewish, Polish, Italian, Ukrainian and other groups in America which have all submitted testimony on behalf of Mr Bakke. Some, such as the Jews, who are well represented in universities, feel they are being penalised for their own hard work in getting to the top of their own work. Others, such as the Italians, do not understand why some groups should be favoured by special status, and not other groups which have been low on the social scale, like themselves.

There will also be strong objections from some universities which see affirmative action as a threat to academic autonomy; from libertarians who see any reintroduction of racial criteria as a subversion of the constitution; and from the great mass of white Americans who would be agitated at the institutionalization of a quota system in government, employment and public life.

The issue has bitterly divided the liberals, and also the American Government. President Carter said a few weeks ago he "intended to endorse the proposition of quotas for minority groups, for women or for anyone else that contravenes the concept of merit selection." But he thought it "appropriate" that public and private employers should compensate for past discrimination.

The Government has already changed its mind on the issue. After "some months' vacillation," it decided to intervene in the case and support the University of California with testimony before the Supreme Court. As evidence of the seriousness of the issue, Mr Griffin Bell, the Attorney-General, personally took over the brief.

Mr Bell appears now to have changed his mind. Though the Department of Health, Education and Welfare and the Office of Civil Rights are urging a strong stance to reinstate affirmative action, the President, who asked to see the brief, obviously had his doubts. Last week the Justice Department announced that it would oppose any quota system in higher education (and, by implication, elsewhere).

This is a tough decision for President Carter, who is already being accused by the black community of reneging on his election promises to do more for it. If the administration's evidence is thought to swing the court's decision, there could be widespread disaffection among the black leadership for Mr Carter and his government.

How the court will vote is difficult to say. Though it is clearly not as liberal in its interpretation of the Constitution as it used to be—and has been taking a hard line recently on discrimination and busing—it is an unpredictable court. Civil rights activists are sure it will uphold Bakke, but they are bitterly denounced the university for taking the matter to the Supreme Court, on the ground that it was better to concede defeat in California and retain affirmative action programmes elsewhere than risk a blanket cancellation of all such programmes throughout the United States.

All universities will be grateful for a ruling. At the moment they do not know where they stand and are subject to harassment from all sides. It is a "Catch 22" situation: if they discriminate against whites, they are sued; if they select only on merit, and given the small pool of qualified minority candidates, this would not change the racial balance much—they lose their government funds.

The 1954 Supreme Court decision outlawing racial segregation in schools was the beginning of the end of racial discrimination in all sectors of American society. It is being said that the Bakke case is the beginning of the end of affirmative action.

Blacks fear it may be the bar to both short and long-term social advancement for their community. Others fear it may be the stake driven into the heart of a society that has been so long and so genuinely colour-blind.

Michael Binyon

Ever had ringing in your ears?

For every second of every day?

The condition known as tinnitus takes many forms. A profoundly deaf person may hear bells ringing inside his head. Continuously. For every waking moment. Or he may hear the scream of machinery. Or noises like escaping steam, or rushing water. It is not unusual to hear two or three different sounds at the same time.

The RNID does what it can to help sufferers from tinnitus and all forms of deafness. To provide this help costs an enormous amount of money. And money, today, is painfully hard to find.

If you can hear, will you be thankful? And help someone less fortunate by means of a donation, a mention in your Will or by Deed of Covenant. Please do something. And do it today.

No stamp needed. Please send your donation to: The Royal National Institute for the Deaf, Room 3, FREEPOST, 105 Gower Street, London WC1E 6BR. Patron: HRH The Duke of Edinburgh, KG

RNID

helps deaf people to live with deafness

A matter of tricky selectivity

Stampeado is probably not the right word to use, but there is definitely a rush among scores of prospective Conservative candidates for a place in the list of hopefuls to be considered by the Turo constituency party for a successor to Brian Williamson, aged 32, who withdrew as candidate three weeks ago.

The reason for the rush? David Penhington, the Liberal who won the seat at the last general election, has a majority of only 464.

So why did Mr Williamson, one of the bright hopes of the party, an economist and political assistant to Maurice Macmillan, the former Tory Minister, for three years, throw in the sponge? Local Conservatives are not anxious to discuss the reasons for his decision, but it seems clear that there was some disagreement.

But the enthusiastic "would-be" and the displaced former MP on the Central Office list, soon to be submitted to Turo, may find the going hard.

Mr Williamson had one local connection: he went to Truro School and was head boy there. He went on to Devereport High School and Trinity College, Dub-

lin, and became assistant director of a London bank.

His predecessor, who held the seat from 1970 to 1974, was Piers Dixon, Eton, Magdalene College, Cambridge, and Harvard Business School, and son of the late Sir Pierson Dixon, the former British Ambassador in New York and Paris. He too, by all accounts, had some difficulties because of the distance between his work at Westminster and work in the constituency.

Making merry with sherry

With the blessing of the grapes in the Collegiate Church at Jerez on Sunday, the thirtieth Fiesta de la Vendimia del Sherry drew to a close. The high spots of the festival had been the blessing and before that the crowning as queen of the fiesta of Beatriz Delgado Gimenez.

Senorita Delgado looked stunning and though only 20 was quite assured enough to charm the many (only too willing to be seduced) representatives of newspapers from the north east of America. Each year the festival is dedicated to a different country and this time it was the turn of that part of the United States. Needless to say,

they threw themselves into the festivities with a zeal that I, personally, found exhausting.

As the guest of the Sherry Exporters, my crash course in the wine of the region was comprehensive, though my taste buds will take some time to recover. The tone was set early in my visit when a distraught Gabriel Gonzalez Gilbey said: "Good heavens, it is past 11 am and we have not had our first copita of the day." The rule is that if you miss one it is 11 then you are obliged to drink 11.

In due course one o'clock struck the knell of passing sobriety, the sherry was drunk. I think it was Senor Gonzalez's uncle, the Marquis de Bonanza, who said the only sound reason for having been made a KBE by our Queen, and who is affectionately known as Tio Manolo by everyone, who suggested to me that his regime for longevity was to drink a little sherry often.

He did so we all did. After about four glasses, lockjaw set in—for there, on the floor of the bodega, a mouse climbed a special miniature ladder, and drank cream sherry from a copita. Yes, said Senor Gonzalez, some of the mice have become so tame that the workers had been able to train them to perform this trick. The small rodents showed a marked preference for the sweeter wines, apparently.

On being bullish

After a further two glasses of an excellent fino, I heard myself say that of course I was not afraid to fight a bull. Thus, at about six on Friday evening, I faced my moment of truth in the private bullring of the Domecq family at Frias Farm.

Admittedly the bull was only a two-year-old. But his horns were not tamed, and close up, seemed very long and sharp. Spanish bulls, I suppose, are used to Spanish (that is, chink) bullfighters. As the bull (whom I christened Blanco under my pet name of the "little white bull") entered the ring, he stopped dead in his tracks and gave me a look of genuine surprise.

I was dressed casually (the Domecq invitation specified "craje sport") but still must have looked bluish to this smallish bull. One of the professional fighters suggested that I wore the red cloak, long and heavy and draped round a real sword.

Blanco snorted and pawed the ground. I snorted and pawed back. Somehow in the crowd I shouted "two". That did it. Suddenly, half a ton of bull was hurtling towards me at about a million miles per hour and I thanked God that I had remembered to put on clean under-



wear. I breathed in out of sheer terror and that must have saved my life.

That reflex action caused the monster to pass within inches of the old man. My hosts went wild (more with relief, I believe, than admiration) and said polite things like: "Bravo, Mr PHS". To prove it was no fluke, I made five or six more passes and fled to the safety of the bar.

Paean to freedom?

Those keen on tracking the careers of former MPs will be interested to learn of an event which might give some up the future of the incarcerated former Labour minister, John Stonehouse.

A literary career has been factored by several observers into the unfortunate man's future when he leaves the care of HM Prison Brixton, Surrey, sometime before the end of the decade.

In preparation as it were, he is to be asked to contribute a poem next month to a poetry contest organized by the English National Party.

Frank Hanford-Miller, his eccentric friend and chairman of the party, is organizing the contest and entries will be read out in Trafalgar Square on October 9 in a bid to mark the glory of the crowning of the bard at the National Eisteddfod of Wales.

The chairman of Dr Hanford-Miller, who spends his life championing the cause of the underprivileged English, is having English poets only to write on the subject of England or English heritage. But in the case of Mr Stonehouse, who is briefly because the party's first and only MP, he is prepared to extend the theme to English freedom.



HOW TO RUIN BRITAIN

If the hangover came the night before, and the elation the morning after, brewers would be out of business. The principle that a lesser but early benefit will offset a substantial but postponed liability is one which rules human life; indeed it is the principle on which the human race reproduces itself. It is not surprising that it should also decide economic policy: what is surprising is that economists should not see it for what it is. If anything is certain about the money supply, it is that its consequences take different lengths of time to arrive, and that the early consequences are relatively favourable while the longer term consequences are relatively unpleasant. The party comes first and the hangover comes second. The early—not immediate—effect of increasing the money supply is to stimulate business. When the Prime Minister says that he is considering giving a stimulus to business, he means that he is contemplating additional inflation of the money supply. If he does not mean that, he does not mean anything, because without inflation there will be no extra stimulus.

The question that has to be asked is: do we want higher inflation? Over the past six months the annual rate of inflation of the money supply has been 9.0 per cent. The same annual rate of inflation of prices has been 15.3 per cent, though it is falling. Do we want to push it up again? Those who argue for more inflation should be prepared to defend two propositions: that the present rate of increase in the money supply is not high enough; that the benefits of the

THE OPEN DOOR POLICY FOR CHINA

It is appropriate that the Chinese leadership should have affirmed its policy of closer contact with the outside world through a document issued by the State Planning Commission. For over twenty years China's economic planners have had to face constant disruption. Ever since the great leap forward in 1958 economic policy has been buffeted by political campaigns culminating in the upheaval of the cultural revolution. Thereafter recovery has been stilted with the tempo of political struggle constantly being whipped up. As a result all those concerned for orderly economic progress became united in opposing the "continuing revolution" and these political activities of which the "Gang of Four" and Mao Tse Tung himself, for the most part, were the champions.

That goes a long way to explaining the unity of the present leadership in putting the Chinese economy first and burying the political irrationality associated with the cultural revolution. Differences of personality and generation obviously exist in the ranks approved by the eleventh Party Congress. It is of interest that it is still marked by the harsh political circumstances of the past decade. But when it comes to the direction that China should take domestically and the objectives that should be given priority these differences should play little part.

Indeed, nothing so forthright has before now marked a declaration of Chinese policy—and the document is unusually free

which have been advanced just as regularly by the National Staff Side of the Civil Service. Whitley Council.

The only new assertion is that "it is at the grade of principal and above that the rewards have come to seem disproportionately generous". It is not easy to counter that assertion, since neither argument nor evidence is offered in its support. The only test to which it is subjected is so far as this association is concerned, negotiable. In principle we would welcome a greater degree of openness, particularly if that increased the prospects of the results being implemented for political or presentational reasons.

Your implication that pay research has been confined to comparisons with the best paid outside employment is just wrong. Certainly fair comparisons should include relative job security and pension arrangements. Equally they should include company cars, expense accounts and other non-monetary benefits not enjoyed by civil servants.

In short, we believe Priestley was right to say that "fair comparison" is the right basis for setting Civil Service pay and that the comparisons should be fair to both civil servants and the community they serve. We are ready and willing to implement that principle by agreed means as soon as practicable. I hope the Government is equally willing, and I hope you, Sir, will support the implementation of the results.

From GERRY FLANAGAN, Chairman, Association of First Division Civil Servants, 2, 4 Vauxhall Bridge Road, SW1.

Fact and fiction
From Miss Brigid Brophy
Sir, The old perennial dread of the imagination leads fairly regularly to announcements that fiction

would certainly produce some more jobs. But what would it do to the underlying factors which determine employment? It would provide a stimulus to a wage explosion and would encourage people to price themselves out of jobs. It would encourage trade union militancy and the belief that money grows on trees. It would weaken sterling, and cause the pound to fall. It would weaken business confidence and discourage investment, because every sane businessman would see that this inflationary boom in consumption was not going to last.

By 1979 the boom—such as it was—would be over; by then prices would be rising even faster, under pressure from the wage explosion and the falling pound, and financed by the increase in the money supply. Unemployment would also be rising, and profits and productivity falling. The government, whoever they were, would again be faced with the problem of rising unemployment and accelerating inflation, but with both at a higher level. The inflationists pose as those who care about unemployment; in fact they cause it.

Inflation is not the sole cause, but it is an important cause, of the decline of Britain's competitiveness as an industrial power. That decline in competitiveness is the reason we have fallen behind in the standard of living, and it is one of the reasons for the present level of unemployment. There are now people who argue, and appear to have half persuaded the Prime Minister, that a further dose of inflation is what Britain needs. That is not economic policy; it is drug addiction.

A new one. It has exercised China's best minds throughout the whole of this century. At one extreme were the advocates of total westernization and with it the wholesale rejection of Chinese political and social tradition. At the other, with the slow recovery of Chinese self-confidence in the 1920s, were those who believed that Chinese regeneration could succeed only with Chinese ways and with a little contamination as possible from a western world which was abhorrent and seemed to be undermining Chinese values.

In this debate Mao Tse Tung veered at times one way and then the other, but always his point of anchorage lay with a self-reliant China. He could never have risen to the leadership of the Chinese Communist Party had he not borne that stamp. He could not have imported a western doctrine, to serve Chinese revolutionary needs had his faith in China not been unbreakable. Because he gave China that confidence—the political independence which the State Planning Commission emphasises—his successors find it more easy to involve themselves with the world for the sake of the progress of China's economy, and in the process to set aside the Maoist heritage. In the long run such an attitude is bound to affect foreign policy. But for the moment, with the present make-up of the leadership, and a Maoist international credo less easily discarded than Mao's excessive passion for political purity, China's own creativeness may be less quick to re-assess the world.

is no longer wanted. Your report (August 31) on library matters produces a new version of this old untruth. Libraries, you report, spend about 40 per cent of their book budgets on adult non-fiction, compared with only 35 per cent on adult fiction, and you suggest that these proportions reflect "the triumph of fact over fiction". This illusory "triumph of fact" depends, however, on your not mentioning the crucial fact. The average price of a hardback book (with fiction and non-fiction, children's and adult, all averaged together) is £5.71, but the average price of a hardback fiction book is only £3.49. It is, therefore, probable that, though they spend less on them, libraries buy considerably more volumes of fiction than they do of non-fiction.

How sad it is, by the way, that the librarians are officially campaigning against the cuts that are weakening the library service but have not yet joined the campaign for Public Lending Right for their fellow workers, the writers (of fiction and non-fiction) on whom the existence of the libraries rests.

Yours truly, BRIGID BROPHY, Chairman, Books Committee, Writers' Guild of Great Britain, 430 Edgware Road, W2.

Rewarding honesty

From the Reverend J. A. Kidd
Sir, One of the saddest features, highlighted in Martin Shaw's article (August 24), concerns Mr Frank Williamson, former Chief Constable of Cumbria.

Surely a man like that is worth his weight in gold, but look what we have done to him. Can we measure the amount of pain in sadness and frustration and loneliness that a man like this must have endured? Is there nothing we can do for him now—even though it is seven years too late? Yours faithfully, JOHN KIDD, Christ Church-Mayfair, 21 Down Street, W1.

LETTERS TO THE EDITOR

Establishing a permanent incomes policy

From Mr Aubrey Jones
Sir, The Government are to be congratulated on seeking to hold steadfast to a Stage Three in their pay policy. The third stage appears to contain three elements: first, a rule that settlements should be reached only once in every 12 months; secondly, a rule by which wage rates should not increase by more than a single figure which implies that earnings could increase by double figures, but not necessarily be confined to 10 per cent; thirdly, a rule by which "productivity" agreements should be self-financing, which could imply that an increase in "productivity" (however defined) could go in whole to workers without any share either to capital or to consumers.

If this description of the third stage is correct, then the continuing pay policy, right in principle though it is, threatens to repeat the mistakes both of the Conservative Government in 1973 and of the present Government in 1975-77—namely, its very simplicity, introduced for administrative ease, is likely to be overwhelmed by the complicated nature of the wages complex. On the other hand, the Government are successful in holding Stage Three, then they should use the opportunity to place the answer to the wages problem on a more imaginative and sophisticated basis.

For it is important, for at least two reasons, that the policy should continue beyond Stage Three. First, the traditional method of setting pay, namely, "free collective bargaining" is manifestly unjust; secondly, the "dividend of North Sea oil should be primarily invested, and not dissipated in private consumption. Monetary policy cannot cope with the first of these issues; and it is far from clear that it can adequately cope with the second. Indeed the entire debate "Monetary versus incomes policy" is sterile, for it is conducted with an eye to one issue only—inflation; when there are other, possibly larger, issues now at stake.

Yours faithfully, AUBREY JONES, Plan and Budget Organisation, 151 Takhate Jamshid Avenue, Teheran, Iran, August 24.

From Mr Julian Le Fanu
Sir, Now that Mr Rees-Mogg (September 7) has followed the example of Humphrey Dumpty in redefining words to mean what he wants them to mean, it is time for reflections on the economy to be cast in the grounds that reflection is logically impossible? I doubt that the one and a half million unemployed would be convinced.

The English language has always been flexible. Existing meanings of words are extended to cover new concepts and new phenomena, thus preventing the unnecessary multiplication of new words and the loss

of old ones through obsolescence. "Deflation" is now generally taken to mean a slowing in the money supply's rate of growth, rather than a fall in its level: "reflation" an increase in its rate of growth after a slowing. Insistence on Mr Rees-Mogg's definitions would restrict the use of these words to the economic historian.

Yours sincerely, J. C. LE FANU, 27 Balcombe Street, NW1, September 8.

From Mr L. St. Clare Grondona
Sir, It is to be hoped that W.R.M.'s Memorandum on Style circulated in *The Times* (September 7) seeking to describe "inflation", "hyperinflation", "disinflation" and "reflation" will assist your staff (and your readers) to make sense of much that appears in your columns. But, Sir, there is one significant omission from your usage—in that there is no definition of "money" which is surely a case of "Hamlet without the Prince of Denmark" in this context.

Prior to World War I, Bank of England notes carried a PROMISE TO PAY ON DEMAND their face value in gold coinage. In August, 1914, these were replaced by Treasury Notes inscribed thus: "Currency Notes are Legal Tender for the Payment of any Amount, J. S. Bradbury, Permanent Secretary, HM Treasury." In 1928, Bank of England notes again appeared, then (and still) inscribed thus: "I Promise to pay the Bearer on Demand the sum of One Pound followed by the signature of the Chief Cashier. That such a promise means more than the exchange of paper can be exchanged for another piece of paper carrying the same inscription does not seem to disturb anyone.

Mr Bradbury became Lord Bradbury in 1925. Shortly before his death in 1953, *The Times* published this letter from his former Permanent Secretary to HM Treasury: "Sir, I have often been asked 'What is a £ sterling?' and, finding my inability to answer that question rather embarrassing, I have addressed it to you to many of my friends who might know. The best reply I was able to get is that it is 'A Promise by the Chief Cashier at the Bank of England to Pay, at some date which Parliament may determine, the bearer, wherever he is, the sum of one pound in gold or silver or in any form of money he may direct him to pay'."

No doubt that is satisfactory as far as it goes; but it does not go very far. After all, what the man in the street wants is neither a bit of gold nor a promise to pay an abstract sum, but something he can exchange for a loaf or a forty leaves—and may be for a few fishes.

Your obedient servant, BRADBURY.

This caused no more than a ripple of amused interest. But the disturbing fact is that there is no real measure-for-money-value in Britain or anywhere else—which is one root cause of recurring econo-

mic disorders. And that disorder of affairs will continue until every unit of currency has known maximum and minimum values in terms of basic goods essential to human well-being. In short, all the evidence goes to show that monetary reform is not sustainable by agreement as to one nation's paper currency's exchange value in terms of other nations' currencies—because there is no common denomination to which to relate these. And this is of unique importance to a country which relies on external sources for about half its food and the great bulk of its industrial raw materials.

In physical spheres we have measures for length, breadth, volume, weight, density—and so on—which have enabled men to go far in mastering matter. In contrast, because of the absence of money-value-measures, economics (in many respects) is a pseudo-science—something of patches of expediency, and of compromise in which all-too-fallible human judgment essays to do its best, too often contriving to do its worst.

For many decades I have sought to show a way out of this impasse. As far back as October 15, 1941, a leading article in your columns (after preferring my ideas to those then propagated by Keynes) supported the system I advocated: "There could be no more effectively reply to gibes about pseudo-democracy than to show, by practical action of this kind, that democracy is capable of reconciling the claims of individual and national liberty with those of economic security." And, of my latest book *Economic Stability is Attainable*, your (then) Economics Editor, Peter Jay, wrote (June 3, 1975): "It is an unmitigated pleasure to welcome a thoroughly coherent, fully worked out and long set of strategic proposals which could at one and the same time restore the initiative to Britain and set our own and the world's economy back on the path to stability and openness."

During a debate in the Lords on the day Parliament went into recess, there were many references to my proposals about which it may be expected that much more will be said in that House when the next Session gets under way.

Yours obedient servant, L. ST. CLARE GRONDONA, 6 Knightsbridge Court, Sloane Street, SW1, September 7.

From Hugh R. S. White
Sir, "Disinflation" would seem to be a conflation, though it would doubtless be received at Blackpool with affluence.

"Hyper-deflation" is a television word. May I suggest affluence, the ex implied being intensive rather than signifying "out"—we must hope for "deflation" still!

Yours faithfully, HUGH R. S. WHITE, 111 Elm Tree Road, Washwood Heath, Birmingham, September 7.

Ice cream ingredients
From Dr Magnus Pyke, FRSE
Sir, I am sure that Mr Hugh Clayton, who wrote the article about ice cream which you printed on August 29, was as anxious as any other of us responsible citizens to prevent any further slight to the prestige of parliamentary democracy. Yet he did not do much to help in resuscitating Mr Jeremy's Thorpe's testy reference to "filthy vegetable fat". Any one with knowledge is aware that the problem has been to achieve respectable microbiological standards, not for vegetable fat, but for cream.

Whether or not our modern palates would relish Mrs Beeton's brand of ice cream today, there is a just inevitability in the trend towards ice cream made, just as Bristol cream has been for ages, from vegetable rather than from animal ingredients. In the present crowded world, where the British can no longer expect exceptional privilege, we ought as good citizens to welcome a reaction in our earlier extravagant tastes to more animal foods than our neighbours. And the technological achievement by which excellent ice cream can be made from dried skimmed milk together with vegetable fat can be esteemed as a small but useful advance in public health since excessive consumption of animal fat is undoubtedly linked with one of our most lethal modern afflictions, coronary heart disease.

Rightly, therefore, could the boy on the tricycle (if only he still existed) appeal to today's responsible citizens to stop him and buy one.

Yours faithfully, MAGNUS PYKE, 3 St Peter's Villas, W6, August 29.

Removing dead elms
From Mr R. Hanbury Tenison
Sir, I trust that Mr Downes' letter of August 30, objecting to Lord Walston's call for a more determined effort to remove the millions of dead elms that disfigure the countryside, does not represent the view of many timber merchants. What he is in fact saying is that we must leave the dead trees alone so as not to infringe the timber trade's monopoly.

This might be acceptable if the trade showed any sign of being able to fell the present stock of dead elms before the end of the century, or more particularly before the greater part of the timber becomes unusable. The fact is that 75 per cent of the dead trees are of too poor quality to interest a timber merchant as they stand, although where the trees are felled by private or voluntary effort, much of the timber will still find a market. In this part of the world 50 per cubic foot for dead elm is totally unrealistic and it is unhelpful of Mr Downes to encourage farmers to stand out for a fictitious price when they are more likely to have to pay to have their trees removed.

The disaster that has befallen southern England and Wales is too

Problems faced by West Indians

From Mr Peter Doble
Sir, When will we ever learn? As last year, the newspapers have had accounts ad nauseam of the trouble at the Carnival, but again very little about the importance of tackling the fundamental problems faced by the West Indian community in Britain.

The only senior politician who seems to have any understanding of the situation is Mr Peter Walker, MP, who in a letter to Mr Callaghan in June last year described very accurately some of these problems. He pointed out that while the Asian community have problems of housing, employment and education, they are problems which are not as extreme as those suffered by most of the 120,000 households of West Indian descent and asked the Prime Minister to investigate why help from government aid programmes is not reaching this group of people who need it most. Mr Walker called for a programme of positive action to bring the West Indians to an equality of opportunity with the rest of the nation.

The letter received press publicity and was then forgotten about. I saw a copy of Mr Callaghan's reply and was thoroughly alarmed by its complacency. It should not be assumed, he wrote, that solutions to the problems would be easy to find even if there were no restraints on public expenditure. To quote Mr Walker: "Britain has a size of problem that is manageable. Britain does have the resources to manage it. I plead with you, as Prime Minister, to take the urgent action that is now necessary."

That was in June, 1976. Since then the race situation has worsened. Young blacks are growing increasingly hostile to white people and to white institutions. (If the Government do nothing else they should hold an investigation into why so many West Indian children are under-achieving in secondary schools and leaving with totally lacking qualifications.) The English do not normally heed alarm bells until the fire has started and I, as a careers teacher at a comprehensive school, am more likely than Mr Peter Walker to be regarded as just another left-wing agitator. So I must get on with my job of trying to get out some of the mess created by blind and ungrateful governments.

Yours faithfully, PETER DOBLE, 221C Gloucester Terrace, W2.

Future of Falkland Islands

From Sir Cosmo Haskard
Sir, Last night I heard on BBC 4 an interview with a correspondent recently returned from Buenos Aires. His description of conditions in Argentina, where the rule of law appears to be ignored, serves as a reminder of the state of affairs to which Falkland Islanders could be subjected if ever their homeland should be transferred to Argentine sovereignty.

It is not wrong that the inhabitants of these islands should in any way be subjected to pressure designed in the long term to compel them to opt for Argentine?

The loosening of United States control over the Panama canal enhances the value of the Falkland Islands, lying adjacent to the only practical seaway between the Pacific and the Atlantic Oceans. Perhaps we can hope that strategic reasons may influence those responsible for western defence in setting store on the retention of the Falkland Islands even if other considerations carry little weight with them.

Yours faithfully, COSMO HASKARD, Governor of the Falkland Islands from 1964 to 1970, Traralgar, Bantay, County Cork, September 10.

The military balance

From Patrick Wall, MP for Hartlepool (Conservative)
Sir, Your report on the military balance (September 3) omits two important facts. First the balance of NATO's and submarine warfare ships to Soviet submarines is now approximately two to one, whereas in the last war it was over six to one and we all know how nearly we lost the Battle of the Atlantic. Today of course we face the true submarine war, not the one around the world without surfacing.

Second, the new situation in Central Europe is that the Soviet forces are now at immediate readiness and are organized, both armour and air, for attack rather than for defence. As they outnumber NATO forces for two or three to one, everything will depend on the West making full use of any warning time to reinforce before the balloon goes up. Cuts in our anti-submarine warfare ships and aircraft and in specialist vessels such as commando carriers and assault ships and in transport aircraft and helicopters are therefore particularly serious.

Yours sincerely, PATRICK WALL, House of Commons, September 5.

What to drink with haggis

From Mr Leslie A. Hill
Sir, When Vichinsky, the Chief Prosecutor of the USSR, visited the Nuremberg Trials in 1946, I attended the banquet given in his honour by Sir David Maxwell-Fyfe (later Lord Kilninchy). Probably for the first and last time in his life, Vichinsky partook of haggis, liberally laced with liqueur whisky, which had been poured over it, while a Scots Guards piper, specially flown in for the occasion, circled the table playing the bagpipes. It has never occurred to me that there is any other way in which haggis is served.

Yours faithfully, L. A. HILL, L. Prairie, St Mary, Jersey, Channel Islands, September 8.

County names

From the County Chief Executive of Hampshire
Sir, I imagine dozens of people in the County of Hampshire will be anxious to correct Judge Layton's impression (letter, September 3) that this county is more accurately described as the County of Southampton. This was so until the County Council under the provisions of the Local Government Act 1958 changed the name of the Administrative County from "Southampton" to "Hampshire" as from April 1, 1959.

Yours faithfully, L. K. ROBINSON, County Chief Executive, Hampshire County Council, The Castle, Winchester, September 5.

BY THE FINANCIAL EDITOR

Banks in the political arena

Having managed to stem the tide for a month since the last cut in MLR on the grounds that the disparity between their base rates and money market rates was making precious little difference to the volume of business, the clearing banks yesterday conceded that their rates were out of line and dropped them a full point to 7 per cent.

In going the whole hog the banks seem to be playing as much a political game as a financial one. And it may not have been entirely coincidental that yesterday the Price Commission also announced its terms of reference for bank charges. With the Commission deciding to look at the level of charges in the wider context of bank profitability, the clearers will need all the ammunition they can muster to argue their case.

Meanwhile, the clearers are maintaining the 4 per cent spread between deposit and base rates in the hope that the money that has flowed from deposits has already gone while a full one point drop leaves the increasingly competitive building societies out on a limb with a certain rate of 10.2 per cent.

Greatly maintained of the spread will help offset the impact of the base rate decline on bank profitability. Analysts were still talking of a £20m drop in the big four profits this year, however, as a result of a 1 point fall.

At the same time it was apparent from last week's banking figures that the American and Japanese banks are still gathering more than their fair share of what growth in industrial advances there is around at the moment. The hope of the clearers just now must be that loan demand will start to pick up—whether because of pressure on corporate liquidity or retailers restocking in front of the Christmas period—while they will allow them to go into the wholesale markets and bid up money market rates to a level that will preempt any further cut in base rates.

group's acquisitive abilities given the way it wrested Felixstowe Docks from the jaws of the State in the form of the British Transport Docks Board last summer.

Nevertheless, is Euro Ferries a makeral chasing a whale when it suggests a merger with Furness Wity? Not according to its ambitious and forceful chairman, Mr Keith Wickenden who points out Euro Ferries is now bigger than Furness Wity with a market value of £97m against FW's £82m.

However, the underlying asset values of the two companies partly explain why FW has brushed off Euro Ferries. Stated asset backing of 110p at the year-end is based on insured values at Euro Ferries and the shares could in fact be standing at a slight premium on a more conservative valuation of assets, while FW's shares down 6p to 306p are standing at a discount of around 50 per cent to assets.

That said, though, Euro Ferries has timed its move well with profits soaring ahead as a result of skilful past investment and a strong upswing in cross-Channel passenger traffic while Furness Wity face a gloomy outlook on the bulk shipping front.

Euro Ferries says it has no intention of selling the 5 per cent stake in FW which it bought from Eurocanadian—"at above the current market price" because of an initial rebuff. So another dimension is added to the uncertainty which has surrounded FW since the Monopolies Commission ruling against any Eurocanadian bid for FW last October.

Meanwhile, Euro Ferries with the likely bonus of £3m exchange profit on its Dutch florin borrowings at the year end could be set fair to exceed a £20m profit for a p/e ratio of just over 10 at 91p on a fully-adjusted basis—though allowances should be made for mainstem tax payments for several years. Given a yield of only 4.6 per cent that seems fair value, while Furness shareholders should welcome a direct approach only for the opportunity it would provide to raise significantly a six times covered dividend yielding only of 3.7 per cent.

BSR

A high-flyer falters

If the stock market needed any further evidence about how painful the impact of a stronger pound can be on big foreign earners it needs to look no further than the latest interim results from BSR.

It is true that BSR with profits—down from £13.1m to £12.2m against stock market expectations of £15m plus—has had other worries to contend with. Its first-half has embraced a clean out at newly-acquired Judge International, involving a revaluation of stock on to a more conservative footing and redundancy costs, and a period of dismal demand for record changers in the United Kingdom and Europe, particularly during the second quarter when promotional and development expenditure was running at high levels.

But the United States market, which takes about 70 per cent of BSR's record changers, remained reasonably strong, and it is here that the absence of last year's currency gains becomes so important. Exchange rate conversion profits in the first half of 1976 could have been worth upwards of £1.5m, and there were further benefits from BSR's practice of invoicing in local currencies.

This time there are no exchange rate profits and none are likely in the second-half either. Consumer products in the United Kingdom have, fortunately, pulled back into profit and the forward order book is much improved, but the European record changer business shows little sign of reviving.

So profits for the full year may be little better than last year's £28.7m, and the best hope for the shares, down with a bump by 24p to 124p yesterday, is that the disappointing profits are now fully reflected in a prospective p/e ratio of around 6. The only consolation lies in the lowly 35 per cent tax charge, which is likely to hold for the full year thanks partly to the practice of invoicing American business through Bermuda, and the dividend which, following the rights issue, has been doubled at the interim.

When the Bank of England raised minimum lending rate to a crisis level of 15 per cent on October 7 last year, almost any odds could have been put against its falling to 6 1/2 per cent within 12 months. Even in January when stage one of the great slide in interest rates was just starting to gather momentum, the general view was that MLR was unlikely to drop much below 10 per cent by the end of 1977.

What, then, has happened? In a nutshell, two things—a revival in confidence in the pound and sluggish domestic demand for new bank credit because of the economic recession.

This time last year the only thing to do with sterling was to sell it. But, by the turn of the year, there had been a transformation. A combination of exchange control measures, designed to force the repatriation of money lent overseas, and the international safety net erected beneath the badly sagging sterling tightrope led to a rapid flow of money into the pound between December and April.

Since then, moreover, the inflows have continued as the balance of trade has steadily improved and moved towards surplus. Finally, the pound has benefited from this summer's weakness in the dollar.

All this buying of sterling need not, however, have pushed domestic interest rates down as sharply as it has. The effect would in all probability have been very much less had the authorities decided to keep the available supply of sterling fixed, and simply allowed the exchange rate to rise to a level where demand and the existing supply of pounds balance.

Instead, the authorities decided to hold the external value of sterling stable, partly because they were concerned about our export competitiveness, and partly because they wanted to buy as much foreign currency as possible to rebuild our much depleted foreign exchange reserves.

To achieve this they consistently increased the supply of sterling available to the foreign exchange markets in order to balance supply and demand at the exchange rate of their choice about 62 per cent of sterling's December, 1971, value against a basket of international currencies.

The initial effect of increasing the supply of sterling has been, of course, to increase the quantity of money slopping

around in the money markets. At the same time the banks, faced by poor demand for new loans because of the lack of economic activity and improved liquidity of the corporate sector, have not been keen to bid for this money. As a result, the supply of money has exceeded demand and its price has fallen sharply.

These, then, are the basic reasons why interest rates have been tumbling. But, most people have also probably noticed that some have been falling much more rapidly than others.

The most notable differential has been between short and long-term interest rates. A year ago there was not a vast amount to choose between the prices of short and long-term money. Short-term rates were up to 15 per cent plus and 20-year all-in loans they have to cover not only the interest they pay on the money they themselves borrow but also the big overhead costs involved in running some 12,000 branches, employing some 200,000 people.

On the face of it, the banks have a large amount of apparently cheap money at their disposal in the form of current accounts that make up some 40 per cent of their total source of funds. The banks reckon, however, that by the time their overheads are set against this money, the cost of current account money is probably close to the equivalent of paying interest at 7 per cent.

In other words, with an overhead cost that is likely to con-

HOW RATES HAVE MOVED

	Autumn 1976	September 1977
Bank of England minimum lending rate	15	6 1/2
Clearing banks — deposit rate	11	3
— base rate	14	7
UK Treasury bills	14.9	6.2
US Treasury bills	4.8	5.5
3-month interbank	15 1/2	6 1/2
1 year local authority bond	15 1/2	7 1/2
Building societies — deposit rate	7.8	6.7
— mortgage rate	(12.2 gross) (10.15 gross)	12 1/2 (10 1/2)
War Loan	15.5	10.5
Equities	8.3	4.9

Estonia puts itself on the map

Estonia's gross industrial output, exports went to more than 80 countries, mainly in Scandinavia, the rest of Europe and Africa. "Not so long ago," Mr Kallion said, "we were awarded the Order of Lenin, the highest Soviet honour, for our industrial production, which was among the highest in the USSR."

The emphasis in the current plan is on the development of civil engineering and construction. The city is engaged in a substantial rehousing programme and at the end of the present plan some 200,000 people will be living in all-electric homes. Estonia is fortunate in having large reserves of oil shale, which is used as fuel at the Baltic 1.6 MW thermal power station and the Estonian 1.6 MW thermal station. The total annual production of shale is more than 27 million tons and much of the shale ash is used to manufacture reinforced concrete building components.

A processing plant at Kohila produces gas from the shale, which is piped to Leningrad and Tallinn. Much of Estonia's 45,000 sq kilometres consists of peat bogs and lakes and the climate is somewhat harsh with long, dark winters. Because peat is used as an additional fuel

source (10 cubic metres of peat has the calorific value of one ton of fuel oil), Tallinn has also developed an expertise in manufacturing peat harvesting equipment.

Other main industries in what is predominantly an agricultural region are pulp and paper (104,000 tons), mineral fertilizers (1.1 million tons), cement (1 million tons), and sawn timber (901,000 cubic metres). One of Tallinn's best known products is from the Volta factory, which produces a range of electrical motors used in heavy plant and machinery.

One of the most interesting projects which takes into account the unsympathetic environmental factors is under way a few kilometres from Tallinn, at Lasna, where a major new town or "space city" is being built into the ground. All public transport and utility services are being

constructed six metres below the surface. Shopping precincts will be completely protected from the elements and will be linked by escalators and lifts to transport and communications service points, which will be below ground.

The "space city" will no doubt become a great attraction for the thousands of visitors expected to come to Tallinn for the Olympic Games sailing championships, which will be held in Tallinn Bay during the summer of 1980. Much of the construction work in progress includes a number of infrastructure projects in connection with the games—Tallinn's first international airport, a new radio and television communications centre, an enormous boat building factory, yachting complex, hotels and other tourist facilities. A Finnish company has already built the 22-storey Viru hotel for tourists.

Tallinn is rapidly developing into an important communications link between Finland and northern Europe and the Soviet Union as ferry services between Helsinki and Tallinn (about three hours) avoid the tedious land journey round the Gulf of Finland via Leningrad. Estonia has strong ties with Finland as the language is similar and 1.4 per cent of the 1,400,000 population is Finnish. About one fifth are Russian. Tourism plays a strong role in the economy, although no one could deny that as several million visitors come from all over the Soviet Union.

In addition several thousand overseas tourists come to Tallinn as it is probably the only part of the Soviet Union which can be visited by a foreigner without requiring a visa.

Michael Frenchman

Euro Ferries/Furness

Mr Wickenden's grand design

There is no doubting European Ferries' image as a growth stock. Interim profits of 7m are fully £5m above those of last year. We can there be any doubts about the

Business Diary: Plane speaking • Whither Klasen?

It cannot be often that Tory MPs urge Labour ministers to sack down to strikers, but this exactly what Robert McCrindle appears to be asking the Secretary of State for Employment to do.

McCrindle is Tory MP for Westwood and Ogden and parliamentary consultant to the Guild of Business Travel Agents. There is "growing evidence" from the travel agents, McCrindle says, that the export trade is being harmed by the inability of British business firms to get out and about.

British airlines are also being revivified, he adds, because people travelling from abroad somehow think they are more likely to reach London without trouble if they fly "foreign".

While in no way suggesting that the Government should materially depart from its "rigged policy", McCrindle has written to the minister, Albert Booth—"I would strongly recommend that some government initiative be forthcoming



Alistair Grahame: post-restante.

so that talks with the Air Traffic Control Assistant can be resumed."

From Business Diary's own talks in Blackpool last week, it rather seems as if Booth would dearly love to wrap up the whole dispute tomorrow, but has orders to stand firm.

Furthermore, Alistair Grahame, the deputy secretary of the Civil and Public Services Association and the man on the union side most closely involved in the dispute, was heard to say that he had never had a better case, and had won worse.

It is little more than three months since the cream of the German banking and business world gathered in the Federal Bank in Frankfurt to bid for a central bank, to bid for a faraway to Dr Karl



Robert McCrindle: air mail.

who attended that lavish ceremony, in the unlikely setting of the Federal Bank Gym, are far from pleased.

For, unless a major upset occurs, Klasen will be nominated to election to the supervisory board of the Deutsche Bank, one of the leading commercial banks, next summer.

Before becoming Federal Bank president in 1970 he was one of the Deutsche Bank's two managing spokesmen. It seems that even while Federal Bank president he harboured a desire to return to the bank in which he made his reputation and career.

In a way, nothing could be more natural than for a successful "old boy" to return to his alma mater. But, as Federal Bank president, Klasen was privy to a lot of inside information and rival bankers fear that in less than a year's time this could be at the disposal of the Deutsche Bank.

A testing time today for Clive Wilkinson, who this afternoon takes the chair at his first policy-making board meeting of the Council for Small Industries in Rural England.

Wilkinson, Business Diary understands, is likely to invite the council's sponsor, the Department of the Environment, to put its money where its mouth is and make available some more cash for the new and busier role CoSIRA is being asked to play.

If so, he will probably want an increase over the £1.5m a year it is able to lend to small firms as agent of the Development Commission. With that would go a request for more

than £1m to be out at any one time in the council's revolving fund.

Wilkinson is co-director of a small building firm and until the elections of May last year Labour leader of Birmingham Council. He became chairman of CoSIRA in June, after the retirement of the late Sir Paul Sinker.

Charles B. Wheeler, doctor, lawyer, Indian chief and Mayor of Kansas City, Missouri, was in London yesterday and unenthusiastic about the recent second Bermuda air agreement. Britain may now fly direct to Houston, Texas (an option that British Caledonian will take up next month), but not to his own ultra-modern airports, Kansas City International.

As a leading member of the Missouri international trade mission which has just arrived in Britain, he was put out that the Texans had stolen a march on his own state. Missouri sponsored Lindbergh's transatlantic crossing in The Spirit of St Louis.

The Missouri mission, which will leave London tomorrow for Düsseldorf, Cologne, Zurich, Lichtenstein and Paris, is led by James L. Sullivan, representing the state's Governor, Joseph P. Tinsdale. Its members believe that trade with Western Europe over the next 12 months could increase by \$75m through the stepping-up of the state's overseas marketing programme.

Missouri's European trade headquarters began functioning from Düsseldorf in January and will be formally opened this week.

The writer Brian Rothery strikes a blow at that wide-

spread phenomenon, the Irish joke, in a study of the origins and development of entrepreneurs in the Irish Republic's manufacturing and engineering service industries.

Rothery interviewed 38 men in 25 companies, employing 3,574 people and with a combined turnover of £41m, men chosen with the help of the Institute for Industrial Research and Standards and the Confederation of Irish Industry.

Describing a likely entrepreneur of the future, based on these interviews, Rothery concludes: "If he approaches a bank for assistance he will have great trouble in convincing the manager that he is a good investment."

Irish universities, Rothery finds, do little to help entrepreneurs: only two of his 38 subjects had university training in their specialities.

And the only joke in the study, if joke it is, is on the only group of partners to sell out. The value of the shares they received in return from the new building company have since dropped by three-quarters—nothing peculiarly Irish about that.

"Men of Enterprise," by Brian Rothery, Institute of Industrial Research and Standards (Dublin), £1.50.

Rather enjoyed the juxtaposition of signs on the exterior of The Swan, a pub in Cosmo Place, Blomshurst. One notice declares the premises to be "An English Heritage Pub". It is directly above another sign which says "American Hamburg-

Cheaper money—not in everyone's interest

Interest rates have fallen more sharply than most could have expected since their crisis levels of last year, bringing problems as well as benefits. John Whitmore reports.

rate has remained so high. Besides the differential between short and long-term rates, there have been other notable differences between, for instance, the speed with which bank interest rates have fallen compared with, say, those offered by building societies and National Savings.

On the whole, bank interest rates have come down much in line with money market rates—after with occasional lags over a period of weeks. By and large the banks have had to keep reasonably close to money market rates for fear of losing new loan business to the more aggressive competition provided by, for instance, the over-seas banks operating in London.

The fall in interest to present levels does, however, pose problems for the clearing banks. Out of the interest they earn on loans they have to cover not only the interest they pay on the money they themselves borrow but also the big overhead costs involved in running some 12,000 branches, employing some 200,000 people.

Today, most short-term interest rates in the money market are a little either side of 6 per cent, but the new long-dated pledged stock on offer this week gives a yield of 12 1/2 per cent.

The explanation for the slow fall in long-term interest rates is twofold. First, the Government has been selling large quantities of long-dated stock to meet its borrowing requirement and control the rate of growth in the money supply. Secondly, investors have been wary about hiding down the yields on long-term securities while the inflation

rate has remained so high. Besides the differential between short and long-term rates, there have been other notable differences between, for instance, the speed with which bank interest rates have fallen compared with, say, those offered by building societies and National Savings.

On the whole, bank interest rates have come down much in line with money market rates—after with occasional lags over a period of weeks. By and large the banks have had to keep reasonably close to money market rates for fear of losing new loan business to the more aggressive competition provided by, for instance, the over-seas banks operating in London.

The fall in interest to present levels does, however, pose problems for the clearing banks. Out of the interest they earn on loans they have to cover not only the interest they pay on the money they themselves borrow but also the big overhead costs involved in running some 12,000 branches, employing some 200,000 people.

Today, most short-term interest rates in the money market are a little either side of 6 per cent, but the new long-dated pledged stock on offer this week gives a yield of 12 1/2 per cent.

The explanation for the slow fall in long-term interest rates is twofold. First, the Government has been selling large quantities of long-dated stock to meet its borrowing requirement and control the rate of growth in the money supply. Secondly, investors have been wary about hiding down the yields on long-term securities while the inflation

rate has remained so high. Besides the differential between short and long-term rates, there have been other notable differences between, for instance, the speed with which bank interest rates have fallen compared with, say, those offered by building societies and National Savings.

On the whole, bank interest rates have come down much in line with money market rates—after with occasional lags over a period of weeks. By and large the banks have had to keep reasonably close to money market rates for fear of losing new loan business to the more aggressive competition provided by, for instance, the over-seas banks operating in London.

The fall in interest to present levels does, however, pose problems for the clearing banks. Out of the interest they earn on loans they have to cover not only the interest they pay on the money they themselves borrow but also the big overhead costs involved in running some 12,000 branches, employing some 200,000 people.

Today, most short-term interest rates in the money market are a little either side of 6 per cent, but the new long-dated pledged stock on offer this week gives a yield of 12 1/2 per cent.

The explanation for the slow fall in long-term interest rates is twofold. First, the Government has been selling large quantities of long-dated stock to meet its borrowing requirement and control the rate of growth in the money supply. Secondly, investors have been wary about hiding down the yields on long-term securities while the inflation

savers have been inadequate to compensate for the rate at which the real value of their capital has been falling. Arguably, however, building societies are mainly in business to provide housing finance at competitive, rather than "fair" rates.

That said, the mechanism by which housing finance is provided in this country takes one into hotly debated territory.

The whole question of appropriate and acceptable methods of smoothing trends in the flows and cost of housing finance has not been satisfactorily resolved and leaves the societies in an invidious position in both the public and political arenas.

The general fall in interest rates has certainly not, what next? There are, perhaps, three keys. One is the Government's strategy in the foreign exchange markets. A second is the extent of any recovery in the domestic economy and, therefore, in the demand for bank loans. The third is the trend in the rate of inflation.

If the Government sticks with its present policy of holding sterling below what is felt to be its natural market value, the bias on short-term interest rates will continue downwards, at least until domestic demand for money starts rising strongly or foreign confidence in sterling is greatly reduced.

The unknown at this stage is the way foreigners will view sterling if interest rates move significantly below those obtainable in other international markets. At present, new short-term investments are still offering marginally more than the equivalent in the Euro-currency markets or in New York. But the margin is now extremely fine.

Should, on the other hand, the Government decide to take rapid steps to eliminate our potential balance of payments surplus by allowing the exchange rate to float freely, by stimulating the economy or by liberalising outward capital movements, the position would be rather different.

The fall in short-term rates would almost certainly be over. An upward "float" for sterling would, undoubtedly, be good news in terms of inflation and, therefore, long-gilt. Any other policy could stop the long end of the gilt market in its tracks.

In short, the Government has some delicately balanced decisions to take this autumn.

Town & City Properties LIMITED

Extracts from the Chairman's statement

During the past year Town & City has made further progress towards the Board's objectives of a positive cash flow and lower short term borrowings. I told you in my statement a year ago that borrowings were on a declining trend despite the adverse effects of exchange movements. At the year end the overall borrowings of the Group had fallen from £336 million to £317 million, after allowing for the movement of foreign exchange rates, which increased borrowings by £12 million.

Since the year and further reductions in borrowings have taken place and the total now stands at £303 million before taking into account £11 million of sales proceeds which are deposited. Apart from the successful sales programme, many of the factors affecting the Group's profit and loss account were adverse, and, after adjusting for special non-recurring items, the overall cash outflow in the profit and loss account and on development outgoings showed little change from last year.

The statement of Source and Application of Funds below shows how the funds raised from sales have been used and for shareholders interest we have shown the figures for the past three years. This shows perhaps more clearly than any other set of figures the experience of Town & City since the present policies were set in train.

In 1974-5 funds generated, almost entirely from sales of property, were devoted principally to previously committed capital expenditure. Since then the capital expenditure requirement has reduced and more of the funds generated from sales have been available to reduce borrowings. We expect this trend to continue.

J. M. STERLING

Source and Application of Funds for the years ended March

	1977 £ million	1976 £ million	1975 £ million
Source of Funds			
Issue of shares and convertible loan stock	—	25	1
Sales of property and investments	55	76	36
	55	101	37
Application of Funds			
Capital expenditure on property	4	24	53
Net outgoings on development property	18	18	15
Expenditure on investments and other fixed assets	1	1	2
	23	43	70
Operating loss for the period after writing back depreciation	7	4	11
Reduction in minorities	1	2	5
Reduction in net current liabilities (excluding borrowings)	(4)	7	(7)
Reduction in borrowings, net of deposits	28	45	8
	55	101	57

The reduction in borrowings is shown before adjustment for the increase in borrowings of £12 million (1976 £18 million, 1975 £3 million) due to exchange differences.

FINANCIAL NEWS

Dalgety buoyant but shadow is cast by Australian slump

By Tony May

A reason to form in the United Kingdom brought Dalgety to the fore. Since the record pre-tax profit of £19.1m made in 1975-76. However, the United States division continues in the red and the Australian division has joined it as a loss-maker. Mr. Rupert Withers, chairman, says frankly that in spite of efficiency the past three years, the profitability of Dalgety Australia to earn an adequate return on one third of the group's capital employed continues to offset our success in Canada, New Zealand, and the United Kingdom.

After a 15 per cent advance in pre-tax profits for the second year to £19.1m, the group as a whole has managed a 10 per cent increase to £17.1m for the year to June 30. Turnover went up 12 per cent to £725.1m giving maintained margins of 2.4 per cent.

The tax charge has risen in the year to £1.1m, but better profits in Canada, the United Kingdom and New Zealand, but there has been no relief for losses in Australia and the United States. As a result, profits after tax are down from £11.2m to £10.9m.



Mr. David Donnan, chairman of Dalgety

Earnings a share are down from 38p to 33.3p, while the dividend is raised from 13.7p to 17.6p. Disappointment with the results saw the shares slip 11p to 216p, where the yield is 8.18 per cent and the P/E ratio 6.48.

Looking ahead, Mr. Withers expects to achieve an improved profit performance in the current year. The factors which made for a £1.4m loss in the United States, compared with a profit of £0.7m should not recur.

Management changes and an improved profit performance leads the board to conclude that the profit potential of operations there has been restored.

The position in Australia, however, shows no sign of improving despite a shake-up of management and big reductions in both working and fixed capital employed in the rural division. For instance, the investment in pastoral properties has dropped from £14.5m to £9m over the past three years.

Staff numbers have been cut, and rises in operating costs kept well below the rate of inflation. In spite of all this the division has failed to achieve a significant contribution to profits, and a loss of £0.2m has been made for the year—a turnaround of £2.4m. A management team from this country has now been sent out.

He says that the present unrest in Australia, relatively high labour rates and uncertain exchange rates are producing doubts in the minds of the country's chief trading partners about the immediate viability of the country's economy. But his confidence in the long-term outlook remains unimpaired.

Changes at Leslie & G'n take toll

By Michael Clark

A period of reorganization, recruitment and redirection of group effort has resulted in what the market feels disappointing results from Leslie & Godwin Holdings, insurance broker and Lloyd's underwriting agent.

The six months to June 30 saw pre-tax profits rise by 4.7 per cent to 2.4m. Profit from operations came to £1.56m compared with £1.50m, and the share of associated companies profits increased from £30,000 to £100,000. Earnings a share are 5.95p against 5.58p, and the interim dividend is up from 2.5p to 3.0p.

The first half saw a period of reorganization, recruitment and redirection of company effort, the results of which will progressively emerge in the future.

In these circumstances the results are not unsatisfactory, says Mr. Jacob Rothschild, chairman, showing as they do, a small measure of improvement over the corresponding period.

Progress is already being made. Pre-tax profits of Leslie & Godwin, was reduced by £68,000 to £407m in 1976, compared with £3.4m for 1975.

Dover Eng forecasts £700,000 full-time

A forecast of pre-tax profits of "not less than £700,000" in the year to March 31 1978, was forecast by Mr. Alan Bartlett, chairman of Dover Engineering, at the company's annual meeting yesterday.

Dover's pre-tax profit for the last full year showed a rise in pre-tax profits from £24,000 to £155,000.

Mr. Bartlett says that the board is considering the recent approach from Newman Industries, another company of which Mr. Bartlett is chairman, to buy Dover, other than the 25.93 per cent already owned.

The pre-tax profits over the first four months of the current year amounts to £255,000.

Dorada stepping up the pace

Vehicles distribution and engineering group Dorada Holdings turns in results for the half to end-June representing almost three-quarters of last

year's record £567,000 pre-tax. Profits jumped 59 per cent to £406,000 in the latest half and there are no signs of slackening. This was achieved on turnover up 14 per cent to £29.6m. Earnings a share rose from 6.19p to 9.82p while the half-time payment is unchanged at 2.5p gross.

Maurice James back to dividends

The first results from the Maurice James Industries Group since the merger of York Trust and Maurice James Holdings, show a profit of £219,500 on turnover of £2.7m for the six months to June 30. More

receive an interim of 0.5p, the first payment since the 3p for 1971. Mr. Maurice James, the chairman, says that the outlook for the second half is encouraging with all divisions remaining profitable. The merger is "filling expectations".

Eurobond prices (midday indicators)

US \$ STRAIGHTS	100%	100%
Australia \$1983	100%	100%
Canada \$1983	100%	100%
France \$1983	100%	100%
Germany \$1983	100%	100%
Italy \$1983	100%	100%
Japan \$1983	100%	100%
Netherlands \$1983	100%	100%
Spain \$1983	100%	100%
Sweden \$1983	100%	100%
Switzerland \$1983	100%	100%
UK \$1983	100%	100%
US \$1983	100%	100%
West Germany \$1983	100%	100%
Yugoslavia \$1983	100%	100%
Canada \$1983	100%	100%
France \$1983	100%	100%
Germany \$1983	100%	100%
Italy \$1983	100%	100%
Japan \$1983	100%	100%
Netherlands \$1983	100%	100%
Spain \$1983	100%	100%
Sweden \$1983	100%	100%
Switzerland \$1983	100%	100%
UK \$1983	100%	100%
US \$1983	100%	100%
West Germany \$1983	100%	100%
Yugoslavia \$1983	100%	100%

ENI plans gas pipeline from Algeria

ENI, the Italian state-owned oil and gas corporation, plans to raise \$100m to \$150m this year to help finance a national gas pipeline to Italy from Algeria, said Signor Piero Sestini, ENI president.

Signor Sestini was speaking before the signing of a \$200m six-year Eurocredit with interest at 4.4 per cent above London inter-bank offer rates.

ENI unit AGIP SpA will also soon borrow \$50m medium-term to complete finance for oil production at the Louisa field offshore of Congo-Brazzaville.

In July ENI and the Tunisian government signed an agreement relating to the construction of a gas pipeline between Algeria and Italy crossing the Mediterranean sea.

According to ENI, the pipeline will carry about 12,000

International

million cubic metres of natural gas a year to Italy.

Signor Sestini said that he expected ENI to earn a net profit in 1977 after substantially better first-half earnings trends.—Reuter.

Michelin expanding

The Michelin Tyre Group intends to increase production capacity at its radial tyre factory at Greenville, South Carolina, by 25 per cent. The plant is operated by Michelin's United States subsidiary, and work on the extension is expected to start early next year.

Michelin also said that it is

to set up a new Radial tyre production unit near Dothan, Alabama. Its rubber factory at Auburn, South Carolina is also to be expanded to fill the needs of the Greenville and Dothan plants. Next spring, Michelin opens a factory at Spartansburg also in South Carolina.

Fiat Argentina loan

Fiat SpA has signed in London a \$35m (about £20.5m) 4 1/2 year loan for its Argentine subsidiary. The loan carries interest at 11 per cent above London interbank offered Euro-dollar rates. It is not guaranteed by either Fiat SpA or Fiat International Holding. It is the first such foreign borrowing of this size and duration by a private Argentine borrower.

Briefly

LEOPOLD JOSEPH SNR
Board to put forward resolution at EGM, proposing company go into voluntary liquidation.

GUNPOWDER MINE PLEA
A \$25m unsecured medium term loan signed for by Saudi Arabia and Saudi National Bank to be first time an international syndicate credit arranged for private sector Arab company on unsecured basis. Loan arranged by J. Henry Schroder and Co. SAL of Beirut with BA II (Middle East) incorporating Bahrain, National Bank of Abu Dhabi and National Commercial Bank, Saudi Arabia as managers.

MIDDLE EAST LOAN
A \$25m unsecured medium term loan signed for by Saudi Arabia and Saudi National Bank to be first time an international syndicate credit arranged for private sector Arab company on unsecured basis. Loan arranged by J. Henry Schroder and Co. SAL of Beirut with BA II (Middle East) incorporating Bahrain, National Bank of Abu Dhabi and National Commercial Bank, Saudi Arabia as managers.

Hill Samuel Base Rate

Hill Samuel & Co Limited announce that with effect from Tuesday, September 13, 1977, their Base Rate for lending will be reduced from 8 per cent to 7 per cent per annum.

Interest payable under the Bank's Demand Deposit Scheme on sums of £500 up to £100,000 will be at the rate of 4 per cent per annum. Interest rates for larger amounts will be quoted on application.

Hill Samuel & Co. Limited

100 Wood Street
London EC2P 2AJ
Telephone: 01-628 8011



BASE RATE

With effect from the close of business on 13th September 1977 and until further notice TSB Base Lending Rate will be

7%

per annum.



Trustee Savings Banks Central Board,
P.O. Box 99, 3 Gracechurch Street,
London EC3P 3BX

Dalgety



Preliminary announcement of results for the year to 30th June, 1977

Results before tax of the company of £17.1m are the second highest in its history. Record pre-tax profits have been earned by the subsidiary companies in Canada, New Zealand and the United Kingdom. By contrast, the losses in Australia and the U.S.A. are disappointing. The overall improvement in profits before tax has been achieved despite difficult international trading conditions and escalating operating costs due to high rates of inflation. The main contributors to profits have been the stock and station agency and woolbroking business in New Zealand, the agricultural and making divisions in the United Kingdom and the lumber operations in Canada.

The tax charge for the year has increased in line with the higher profits in Canada, the United Kingdom and New Zealand. However, there has been no relief for the losses incurred in the U.S.A. and Australia. As a result, after-tax profits are lower than last year.

In the past few years much has been done to restructure the Group and to reduce its dependence on the rural economies of Australia and New Zealand. Our success in Canada and the United Kingdom has been marked. In the past five years profits before tax in Canada have increased from £0.9m to £4.8m and in the United Kingdom from £1.2m to £12.2m.

In these years, profits before tax of Dalgety New Zealand Limited have also increased from £1.9m to £6.9m. Its operations have benefited from the realistic support given by the Government to the rural community on whose prosperity the fortunes of the company and the country continue to depend; but the New Zealand economy remains dependent on the extent to which the major consuming nations are prepared to admit New Zealand primary produce.

Dalgety Australia Limited experienced special problems in its non-rural business. Our rural business which includes the stock and station agency activity, the pastoral properties, the woolbroking division, together with the commodity trading and retail travel operations, showed some further improvement. This was attributable to control of operating costs and increased values for sheep and wool; cattle prices however remained depressed during the year and livestock selling activities again resulted in losses. The results from the non-rural parts of the business were marked by difficult trading conditions for our air-conditioning unit manufacturing operation "Bonair" which resulted largely from the unhelpful

cool weather conditions in the main selling season around Christmas and increased competition for the wine producing and the wine and spirits distribution business. In comparison with the previous year, the contribution to profits from these three activities declined by approximately £2 million.

The present industrial unrest in Australia, together with relatively high labour rates and uncertain exchange rates, are producing doubts in the minds of the country's principal trading partners about the immediate viability of the country's economy. Short term prospects are uncertain. Our confidence in the long term outlook remains unimpaired.

The business of Dalgety Australia Limited has been restructured over the past three years. Management has been reorganized and strengthened in recent months in order that action can be taken on loss-making and low yielding investments. Significant reductions have been made in the amount of working and fixed capital employed in our rural division; particularly noteworthy is the reduction in our investment in pastoral properties from £14.5m to £9m in the past three years. Staff numbers have been reduced by approximately 800 in the same period and increases in operating costs have been contained on levels well below the rate of inflation. In spite of this action, Dalgety Australia Limited has not succeeded during the past three years in achieving a significant contribution to Group profits. For the present, the inability of Dalgety Australia Limited to earn an adequate return on one third of the Group's capital employed continues to offset our success in Canada, New Zealand and the United Kingdom.

In the U.S.A., Dalgety Inc. incurred a substantial loss due to three principal factors, namely, the nine-week industry wide strike which totally disrupted the operation of the company's frozen vegetable subsidiary, Spigel Foods Inc., difficulties experienced by our Californian grain business mainly due to drought conditions in that State, and the closure of our meat importing business at significant cost in the financial year as a result of changes in the pattern of marketing Australian and New Zealand meat in the U.S.A.

These factors should not recur; coupled with the recent changes in management and the improvement of the profit performance in recent months, your Board is encouraged to believe that the profit potential of our U.S.A. operations has been restored.

In Canada, the build up of our lumber

business, started in 1970, has continued and our operations are both modern and efficient. During the year advantage has been taken of the favourable market conditions for lumber and an additional sawmill has been acquired.

During the year to 30th June, 1977, the financial position of the Group strengthened appreciably as a result of the conversion of £4.3m 8% Convertible Unsecured Loan Stock into ordinary shares and the success of the rights issue in April 1977 which raised £12 million of new ordinary capital for the Group. The proceeds of the issue will enable the Group to take advantage of opportunities to improve profits by fixed capital investment in its United Kingdom agricultural and food operations and thereby expand existing profitable activities in the United Kingdom. At 30th June, 1977, the borrowings were equivalent to 87.8% of shareholders' funds compared with 109.5% in the previous year. The Group is very well placed to finance any increase in working capital and its budgeted capital expenditure programme of £23 million for the current year.

There are two matters relating to the composition of the Board to which I should refer. At the date of the Annual General Meeting, I shall have entered my 65th year and should make way for a younger successor. The Board have selected Mr. D. L. Donnan, Deputy Chairman, to succeed me; it has also expressed the wish that I should remain a director of the Company which I am happy to do. I wish Mr. Donnan a happy and successful term of office.

Lt. Col. C. P. Dawney, who was my predecessor as Chairman from 1957 to 1971 and a member of the Board for 26 years, has decided not to stand for re-election. I know the staff and shareholders alike will wish me to express their thanks for his long and valuable association with the affairs of the Group during the period of substantial growth. We are delighted that Colonel Dawney has accepted an invitation to become a President of the Company.

PROSPECTS

In the past year progress has been made towards improving the Group's efficiency and profit-earning capability. Dalgety is better placed than ever before to take advantage of favourable trading and investment opportunities. The Board expects to achieve an improved profit performance in the current year.

R.A. Withers, Chairman
12th September, 1977

	1977	1976 Amended (see note 1 below)	1976 As reported
PROFITS BEFORE TAX	£ millions	£ millions	£ millions
Australia	(0.2)	1.2	1.2
New Zealand	6.9	5.3	5.3
United Kingdom	8.2	7.4	7.4
Canada	4.8	2.5	2.5
United States of America	(1.4)	0.7	0.7
Central Income and Expenses	(0.2)	(0.5)	(0.5)
Interest on Eurocurrency loans	(1.0)	(1.0)	(1.0)
Group Profits before tax	17.1	15.6	15.6
Estimated taxation	6.2	4.4	7.7
Group Profits after tax	10.9	11.2	7.9
Minority interests	1.5	1.2	1.2
Group Profits after Tax attributable to members of Dalgety Limited	9.4	10.0	6.7
Extraordinary Items	0.8	0.5	0.5
Group Profits Available for Appropriation	10.2	10.5	7.2
Ordinary Shareholders' Funds	141.5	110.2	
Loan Capital	70.6	70.8	
Short-Term Borrowings	70.2	59.4	
Earnings per share	33.3 pence	38.0 pence	26.1 pence
Net Assets per Ordinary Share	£4.26	£4.40	£4.40

FINAL DIVIDEND — 6.4376p per share recommended making a total of 11.6769p for the year (gross equivalent 17.6923p — 1975/76 13.7576p). Maximum permitted increase under present Government regulations. Cost of dividends for the year is £3.7 million.

NOTES:

- The accounting policy relating to deferred taxation has been changed. No provision is now made for taxation on unrealized surpluses on revaluations of assets and no provision is made for taxation not likely to be payable in the foreseeable future. The Annual Report will explain the changed policy in detail. The results for 1976 are shown as reported and as amended to a basis comparable with this year.
- Overseas profits have been converted into sterling at the exchange rates ruling on 30th June in each year. Exchange rate changes have reduced profits by £167,000 in comparison with the rates used in 1976.
- Turnover for 1976/77 was £725.1 million (1975/76 — £648 million).
- The final dividend will be paid on 14th November, 1977 to shareholders on the register on 3rd October, 1977. Annual General Meeting 10th November, 1977.

ANALYSIS OF RESULTS BY ACTIVITY IN EACH AREA

	Australia	New Zealand	U.K.	Canada	U.S.A.	TOTAL
	£m	£m	£m	£m	£m	£m
Rural Services	(0.8)	5.1	3.2	—	—	7.4
Mailing	—	—	2.2	—	—	2.2
Pastoral Production	0.2	0.2	—	—	—	0.4
Primary Production	—	—	0.4	4.4	—	4.8
Food Processing & Distribution	(1.3)	1.0	0.8	—	(1.2)	(0.7)
Commodity Trading & Merchandising	(0.1)	0.2	0.2	0.4	(0.2)	0.5
Property	0.5	—	(0.1)	—	—	0.4
Chemicals & Engineering	0.3	—	1.2	—	—	1.5
Associated Companies	1.1	0.4	0.3	—	—	1.8
	(0.2)	6.9	8.2	4.8	(1.4)	18.3
Central Income and Expenses						(0.2)
Interest on Eurocurrency loans						(1.0)
						17.1

The above analysis is after making an arbitrary allocation of the central overheads of each region.

Commodities

Commodities

هكذا من الاجل

r men
act

...one hand and
...porters who
...ily on sugar &
...change

...market what was especially

[illegible]

Stepping Stones—Non-Secretarial—Secretarial—Temporary & Part Time Vacancies—

NON-SECRETARIAL

SALARY ADMINISTRATOR

To work in the Personnel Department of a Large Professional Firm
LONDON, E.C.4

We are looking for someone to work on the Administration of our Company's Salary Reviews and to be responsible for updating personnel and computer records in connection with this.

Applicants should have a sound grounding ability and be prepared to carry out all the routine aspects of the job themselves. It is therefore essential that they should be basically numerate and able to type accurately.

Discretion and tact are important qualities, because of the confidential nature of the work, and the ideal candidate will possess a mature confident manner as they will be expected to communicate with staff at all levels throughout the firm. Salary £23,250 p.a.

Call Mr. Tringham on 01-248 5913 ext. 262.

SECRETARIAL

THE GOLDSMITHS' COMPANY

Applications are invited for the post (becoming vacant in October) of

SENIOR PERSONAL SECRETARY

TO THE ASSISTANT CLERK OF THIS LIVERY COMPANY.

Duties include preparation of minutes, correspondence, educational schemes and Company meetings as well as housing administration. Applicants would be expected to work with an assistant secretary.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

WOMAN MAGAZINE

Requires a

Secretary to work for the Assistant Editor in charge of Features. This is a responsible position for a capable person with a good knowledge of the magazine and a good telephone manner.

Apply 261 5454

COLLEGE LEAVERS EUROPE CALLING

As Secretary to the Controller of a College of Commerce, you will be responsible for the day-to-day running of the college. You will be expected to work with an assistant secretary.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

ST. JOHN'S WOOD Educational concern requires Secretary/P.A.

Age 21-35, languages helpful. Salary £3,000 to £4,000 negotiable. Contact Susan or Christine 483 3434.

PERSONAL SECRETARY THE BRITISH COUNCIL

The British Council is an educational and cultural organization with offices in London and overseas. We are looking for a Personal Secretary to our London office.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

WELFARE

Welfare Area Superintendent in London. Requires a Secretary to work for the Superintendent. This is a responsible position for a capable person with a good knowledge of the welfare area and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

ESTATE AGENTS

We require a personable, energetic, and ambitious person to work as an Estate Agent. This is a responsible position for a capable person with a good knowledge of the estate agency and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

LEGAL AUDIO SECRETARY

Required for small firm in London. Requires a Secretary to work for the Solicitor. This is a responsible position for a capable person with a good knowledge of the legal system and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

SMALL ARCHITECTS' PRACTICE

Requires a Secretary to work for the Architect. This is a responsible position for a capable person with a good knowledge of the architectural profession and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

REQUIREMENT FOR ENGLISH

Required for small firm in London. Requires a Secretary to work for the English teacher. This is a responsible position for a capable person with a good knowledge of the English language and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

LEGAL AUDIO SECRETARY

Required for small firm in London. Requires a Secretary to work for the Solicitor. This is a responsible position for a capable person with a good knowledge of the legal system and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

SMALL ARCHITECTS' PRACTICE

Requires a Secretary to work for the Architect. This is a responsible position for a capable person with a good knowledge of the architectural profession and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

REQUIREMENT FOR ENGLISH

Required for small firm in London. Requires a Secretary to work for the English teacher. This is a responsible position for a capable person with a good knowledge of the English language and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

LEGAL AUDIO SECRETARY

Required for small firm in London. Requires a Secretary to work for the Solicitor. This is a responsible position for a capable person with a good knowledge of the legal system and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

SMALL ARCHITECTS' PRACTICE

Requires a Secretary to work for the Architect. This is a responsible position for a capable person with a good knowledge of the architectural profession and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

REQUIREMENT FOR ENGLISH

Required for small firm in London. Requires a Secretary to work for the English teacher. This is a responsible position for a capable person with a good knowledge of the English language and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

LEGAL AUDIO SECRETARY

Required for small firm in London. Requires a Secretary to work for the Solicitor. This is a responsible position for a capable person with a good knowledge of the legal system and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

SMALL ARCHITECTS' PRACTICE

Requires a Secretary to work for the Architect. This is a responsible position for a capable person with a good knowledge of the architectural profession and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

REQUIREMENT FOR ENGLISH

Required for small firm in London. Requires a Secretary to work for the English teacher. This is a responsible position for a capable person with a good knowledge of the English language and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

SECRETARIAL

A Secretarial Vacancy

that could prove psychologically interesting

Austin Knight Limited, the leading recruitment advertising agency, have a vacancy for a Secretary with a difference. In addition to the normal secretarial duties, the successful candidate will assist in the psychological testing of applicants both for our clients and for positions within this company.

Applicants, male or female, should be accurate and efficient with reasonable speeds in shorthand and typing. You should be a graduate of a secretarial course with a degree in psychology or a degree and an interest in psychology. Aged 22 or over, you should be sympathetic by nature, gregarious and good humoured, and have the talent for communicating effectively with people at all levels.

We offer an attractive salary for this stimulating and active work plus lunch vouchers, 4 weeks' vacation per annum and pleasant working conditions.

If you wish to apply for this rewarding post, please contact Judithanne Wood, Austin Knight Ltd., 20 Soho Square, London W1A 1DS. Tel: 01-437 3261.

Secretary needed for the Managing Director of Paul Elek Ltd.

Applicants should have secretarial experience and an interest in book publishing. Job will provide opportunities for working with all departments. It will involve helping the editorial director also and there will be scope for editorial work. The office is small and friendly. Salary according to age and experience.

Write to David Herbert PAUL ELEK LTD., 54 Calverton Rd., London, N.1.

or telephone Pamela Daise on 01-773 8252

Bi-lingual Secretary (English/French)

for a Major Oil Company based at Waterloo

We are seeking an efficient and experienced Secretary to work for our General Manager Sales. The person appointed must be aged at least 24 years and have a level French, although shorthand need only be taken in English. A competitive salary is offered together with a wide range of attractive fringe benefits.

Why not find out more by phoning Pauline Davidson on 01-528 8000 or write to her at

PETROFINA (U.K.) LTD., York Road, London SE1 7NT.

World's Leading and Largest T.V. News Agency

SECRETARY TO FILM LABORATORY MANAGER

Shorthand Not Essential

£3,250 p.a.

Interesting and varied job involving a lot of statistical work and typing. As well as usual secretarial duties, you will be expected to work on own initiative and be able to provide competent assistance to the Laboratory Manager who is responsible for the smooth running of our large Film Laboratory. Hours

Excellent working conditions, subsidised canteen, private staff bus service, social club, 4 weeks' holiday. Office, Vintners Ltd., Canterbury Avenue, London, N.W.10. 01-965 7733.

SECRETARY PERSONNEL

Our Personnel team is so broad, young and energetic that we need two more Secretaries to work for our two Personnel Officers, who will be responsible for the day-to-day running of the Personnel Department. You will be expected to work with an assistant secretary.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

Ad. Agency Boss needs a polished P.A./Secretary

with a good knowledge of advertising and capable of making important decisions and handling correspondence in matters of general administration. Personal recruitment.

Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

Tel. 01-247 4377

Ad. Agency Boss needs a polished P.A./Secretary

with a good knowledge of advertising and capable of making important decisions and handling correspondence in matters of general administration. Personal recruitment.

Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

Tel. 01-247 4377

Ad. Agency Boss needs a polished P.A./Secretary

with a good knowledge of advertising and capable of making important decisions and handling correspondence in matters of general administration. Personal recruitment.

Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

Tel. 01-247 4377

Ad. Agency Boss needs a polished P.A./Secretary

with a good knowledge of advertising and capable of making important decisions and handling correspondence in matters of general administration. Personal recruitment.

Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

Tel. 01-247 4377

Ad. Agency Boss needs a polished P.A./Secretary

with a good knowledge of advertising and capable of making important decisions and handling correspondence in matters of general administration. Personal recruitment.

Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

Tel. 01-247 4377

Ad. Agency Boss needs a polished P.A./Secretary

with a good knowledge of advertising and capable of making important decisions and handling correspondence in matters of general administration. Personal recruitment.

Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

Tel. 01-247 4377

Ad. Agency Boss needs a polished P.A./Secretary

with a good knowledge of advertising and capable of making important decisions and handling correspondence in matters of general administration. Personal recruitment.

Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

Tel. 01-247 4377

Ad. Agency Boss needs a polished P.A./Secretary

with a good knowledge of advertising and capable of making important decisions and handling correspondence in matters of general administration. Personal recruitment.

Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

Tel. 01-247 4377

Ad. Agency Boss needs a polished P.A./Secretary

with a good knowledge of advertising and capable of making important decisions and handling correspondence in matters of general administration. Personal recruitment.

Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

Tel. 01-247 4377

Ad. Agency Boss needs a polished P.A./Secretary

with a good knowledge of advertising and capable of making important decisions and handling correspondence in matters of general administration. Personal recruitment.

Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

Tel. 01-247 4377

Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

An exceptional opportunity for a Secretary who can organise

There's a fast-growing corporate and financial PR division—part of the equally rapidly expanding Universal McCann—that needs the firm controlling hand of an efficient Secretary.

Someone who can stand up for him or herself in an environment that's invariably high-pressure and fast-moving. And someone who can match sound administrative ability with accurate typing, good shorthand, a high degree of confidentiality and experience of working closely with senior management.

If you're keen to get involved in a company at an important stage in its development and growth, you'll find this an exceptional opportunity.

Phone Maggie Shuck on 01-580 6690, 38 Howland Street, London W1P 6BD.

Universal McCann

Audio Secretary

Our Financial Controller and his colleagues require a Secretary who enjoys varied work and can cope well under pressure. A good work record, preferably in a financial environment, is essential and the preferred age group is 25-45. There will be an excellent starting salary plus LVS and this year's holiday arrangements will be honoured.

Phone Helen Davis on 493 9161 or write to her at Alfred Dunhill Ltd., 30 Duke Street, St. James's, London SW1.

ADMINISTRATIVE ASSISTANT

Urgently for responsible position running British Association of Occupational Therapists Education Department. The applicant will carry out all day-to-day procedures must be prepared to work on own initiative, be methodical and have a good telephone manner. Will have clerical assistance. Four weeks holiday per year.

Salary £3,267 p.a. plus fringe benefits.

Please telephone Mrs Alexander 229 9738

Can You Replace Jane?

One of our favorite secretaries here at Austin Knight (the recruitment advertising agency) has said 'No' to us for replacing her. She will not be easy to replace, but we are open to offers.

She used to do all sorts of remarkable things like type accurately and quickly, take down shorthand that she could read back later, make travel arrangements that didn't cost too much, and make travel arrangements that didn't cost too much, and make travel arrangements that didn't cost too much.

The successful applicant, male or female, will receive an attractive salary you'll find is a very pleasant bunch of people to work with when we eventually get over Jane leaving.

Please apply to Judithanne Wood, Austin Knight Limited, 20 Soho Square, London W1A 1DS. Tel: 01-437 3261.

TRAVEL AGENCY BAGHDAD NEEDS

1. AN ASSISTANT for their reservation counter with not less than 4 years experience in the travel and airline business.

2. A SECRETARY with accounting, price and shorthand/typing experience. Salary £2,500 p.a.

Free and free accommodation with 4 weeks leave and 2 LATA salary according to experience.

Write now to Mr. R. Marwani, P.O. Box 199, London W1A 1DS.

For further details write to Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

QUEEN MARY COLLEGE UNIVERSITY OF LONDON SECRETARY REQUIRED FOR SPANISH DEPARTMENT

Applicants should have at least 3 years' experience in Spanish, good shorthand and typing, and a good knowledge of the Spanish language. Salary scale £2,250 to £2,400 p.a. depending on experience. Apply to: Mrs. G. Whistler, Dun & Bradstreet Ltd., 26-32 Cannon Street, London E.C.3.

ST. JOHN'S WOOD MEDICAL SCHOOL

Requires a Secretary to work for the Medical School. This is a responsible position for a capable person with a good knowledge of the medical profession and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

LOOK IN ON THE PARK

Well known International Company with headquarters in London. Requires a Secretary to work for the Company. This is a responsible position for a capable person with a good knowledge of the company and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience. Apply to:

MR. D. M. A. SCOTT, Goldsmiths' Hall, Foster Lane, London, E.C.2 (R06 8971).

THE RIGHT APPROACH

A warm welcome, lovely surroundings, superb facilities and the best jobs in London. Permanent and temporary positions available.

JOYCE GUINNESS BUREAU 31 BROMPTON AVENUE, LONDON W14 9NS.

Phone 01-580 6690, 38 Howland Street, London W1P 6BD.

ANY GOOD AT ADMIN?

Two new secretaries at a small subsidiary of a London firm. One is a Secretary to the Managing Director, the other is a Secretary to the General Manager. Both are responsible positions for capable people with a good knowledge of the firm and a good telephone manner.

Applicants should be aged between 24 and 35, starting salary £2,250 to £2,400 depending on experience

27

ESS

OLD RENOWNED
WINE/COCKTAIL BAR
Licence available, well

0,000 o.n.o.
502 J, The Times

ESTABLISHED B
CONCERN

NY
and
ress
mail
ce
le
and
al.

engaged in Government
tracts with an annual
in excess of \$1 million
ing \$1 million within
rent financial year.

Box 2506 J, The

**Supplies, Service
and Equipment**

**MILITARY CLO
& EQUIPME
TRADE**

Government Surplus
Large stocks of Comm
lovers, wool socks
overcoats, tanktop
suits, white vests &
shirts, Naval officer
boots, tents, leather
bags, waist, bottles,
camouflage clothing

**Supplies, Services
& Equipment**

RENTALS

ESSEX—EASY CITY

Fully furnished 3-b-
house 12 doubles...
with 2 recepts...
separate w.c. C.H...
fire no garage...
underground...
pool 31. on Central
open countryside.

QUEENSWAY, W.2. Dg.
Luxurious 1st bed. 1st
block. Large receipt
Rm., 1st bath, balcony
start. hols. Annmar E.
7694/225 5407.

KENSINGTON COURT. 1st
fully furnished, c.h.; 2
two bedrooms, 2
modern fitted kitchen
room. Long let. Ave.
£80 p.w. — Phone 411

CHelsea.—Finished and decorated centrally heated flats 1 to 3 bed. now, 3/8 mths. —Around Town Flats.

CHelsea.—Charming 2 overlooking gardens. Finished with some good Avail. 1 year. £75. Av. Flats. 01-229 0053.

HAMPSTEAD. N.W.3. Finished flat, 2 bedrooms, C.H. £65 5/31.

have the home
lonani. so phone
Galelee. 589 5481.

KENSINGTON, W.8.—2
garden flat for family.
E. & b. avail. now.
£60 p.w. K.A.L. 581
W.11.—Charming
room, pine fitted k. and
bath. and dryer: a
long time. £50 p.w.
581 2337.

UPPER MALL, W.8.—5
with 1 double bed.
and b. c.h.: avail.
Dec.: £60 p.w. —

Walsh & Co., 631
N.W.3—Owners own a
sonetic. Roof garden
bedrooms, 1 single ba-
throom, bathroom & men-
chen. Bulbathrooms adults
p.w. neg. 01-22-11 now for
K.A.L. 01-22-11 3616
S.W.1 Sunny balcony
and garden sq.
single bedrooms, large
dining hall, kitchen,
closet, C.H., cleaner.
—See 02-10
A WARM place for visiting
Short, long and Tel.
ARE YOU A HUNTER?
Davies, one of 2

REGENT SQUARE, W.C.
 3 services flats available.
 P. J. Munroe, 837 7566
MAYFAIR, N.1. Selection
 of modern flats, 2
 2 baths, serviced. Available
 at once. Landway Securities
 0026.

KINGFISHER HOUSE,
 Park, Luxurious 5th fl.
 flat, 2 bedrooms, garden and
 2 bedrooms, bathroom
 reception.

HAMPSTEAD. Well furn.
flat, G.H., C.H.W. £3
mths. Kennedy & Dun
£200's

LUXURY FLAT, Kensington
1 recept., 1 dble., 1 s
room, k & b, patio, cen
ing, £70 p.w. £62 8d.
HIGHGATE. Well furn.
k & b, mor., h.b.k.
1 yr. mp. Kennedy &
£90 £500's.

CENTRAL LONDON. Long
let flats wanted im
Richard William Estate

WATERCOLOUR workshops
drawing courses. (11-12)
ASO OF ARL - Lady with
soprano, pats, etc.
Sundays. Tel. Kumb
(03447) 3460
LONDON SCHOOL OF BR
Kings Road, S.W.5
SALANED WOMEN'S Pub
Ld., 175 Regent St.,
1945. Loans from 2
or apply
A & O LEVELS. Start
Kulshridge (11-12)

SPEAK ENGLISH PERFECT
Good accent, diction, pronunciation. Teach privately by telephone. Correct all speaking defects. Specializing in English.
BRIAN TUITION and classes...
FRENCH TUITION offered by native teacher...
MRS. THOMSON'S College, Oxford. Four n.

18-55 ago group 01-573
(continued on page

